

Zscaler Statements Against Modern Slavery

Introduction

Zscaler is committed to acting ethically and with integrity in all of our business relationships and to promoting a workplace and supply chain that is free from modern slavery and human trafficking ("Modern Slavery") and where workers are treated with respect and dignity. This statement is Zscaler's global statement on Modern Slavery for the purposes of compliance with Section 54 of the Modern Slavery Act 2015 of the United Kingdom and the Modern Slavery Act 2018 of Australia (collectively, the "Modern Slavery Acts"), and constitutes Zscaler's Modern Slavery Statement for the financial year ending July 31, 2022. This joint statement has been approved by the directors of Zscaler (UK) Limited and Zscaler Australia PTY Ltd. As required per the Modern Slavery Acts.

Our Business

Zscaler's mission is to make the cloud safe for business and enjoyable for users. We deliver four integrated and comprehensive solutions to our customers using our cloud platform, the Zscaler Zero Trust Exchange.

Zscaler was founded during the early stages of cloud adoption and mobility, based on a vision that the internet would become the new corporate network as the cloud becomes the new data center. We predicted that with rapid cloud adoption and increasing workforce mobility, traditional perimeter security approaches would provide inadequate protection for users and data and an increasingly poor user experience. We pioneered a cloud platform, the Zscaler Zero Trust Exchange, that represents a fundamental shift in the architectural design and approach to networking and security.

The ultimate parent of each of Zscaler (UK) Limited and Zscaler Australia PTY Ltd. is Zscaler, Inc, a Delaware (U.S.) corporation headquartered in San Jose, California (U.S.). For the purposes of this statement, any reference to "Zscaler" is a reference to each and every company within the Zscaler group of companies, as we uphold the values set out in this statement regardless of geographic location.

Our Values

At Zscaler, we do things right. We believe that how we conduct ourselves is just as important as what we do. We are committed to maintaining the highest standards of business ethics. Zscaler strives to foster a supportive workplace by adhering to the following workplace principles:

- We always act ethically and legally
- We follow our own policies
- We deal fairly with others
- We create a place where people want to work
- We respect others and value differences
- We promote security and respect privacy
- We protect our own IP and respect the IP of others

- We keep sensitive information confidential
- We keep accurate records
- We work with partners and vendors who share our principles.

Zscaler’s workplace principles are encapsulated by our core values and culture as outlined below:

Z-Values

Teamwork

- Respect people for their diverse perspectives and backgrounds; Be open minded and work towards the best solution; the best solution, not your solution
- Put the team's needs before your personal needs; we win when the team wins

Customer Obsession

- Go above and beyond what is expected; delight our customers
- Connect and seek to understand; solve the customer's challenges
- Build lasting relationships; our customers are not transactional

Open Communication

- Be approachable and transparent; have integrity in everything you do
- Say what you mean and mean what you say; politics are for politicians
- Confront and resolve issues; find the courage to have the hard conversations

Passion

- Be ambitious and driven to be the best; stay humble and grounded
- Find your purpose; continue to master your craft
- Show conviction, be resilient and persistent; for the right reasons

Innovation

- Be creative and solve complicated problems; invent something new
- Think beyond conventional and predictable; no outcome is impossible
- Take risks; fail fast and learn

Our commitment to culture creates an environment where a global and diverse workforce can contribute at a very high level to help our customers success. We view and measure culture by our ability to execute.

Our Supply Chain

Our main vendor categories include data center providers, cloud platform systems and integrators, IT and software vendors and providers of professional services, which do not involve the type of labor that may typically be associated with a risk of slavery. Our global procurement team is led by a team in our headquarters in the United States. Our business is global, and we seek out top-tier reputable vendors and suppliers regardless of their location.

Modern Slavery consists of crimes that violate fundamental human rights. These crimes take various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Zscaler has zero tolerance for any form of Modern Slavery in our business and we are fully committed to preventing and detecting it. Zscaler is also committed to transparency in our business activities and throughout our supply chain and we expect that all our contractors, partners, resellers, vendors and other suppliers comply with all applicable laws including those in relation to Modern Slavery.

Modern Slavery is not a high risk for Zscaler given the nature of our business, which is providing cloud-based security and services to our customers, who are businesses, governmental entities and other

enterprises. This is because Zscaler does not have intricate supply chains, multiple contractor or subcontractor levels, or vendor relationships with large manufacturing businesses where Modern Slavery has been found to be an issue.

Measures to Prevent Modern Slavery

Although we do not consider Modern Slavery to be a high risk for Zscaler, we have in any event implemented a number of initiatives across our business in support of our zero-tolerance policy against Modern Slavery, including:

Zscaler Code of Conduct. The Zscaler Code of Conduct clearly communicates the behavior expected of employees when conducting business on behalf of Zscaler. Zscaler strives to maintain the highest standards of conduct and ethical behavior in our operations and while managing our supply chain.

Training and Awareness. As noted above, Zscaler maintains a global Code of Conduct that requires the ethical behavior in our operations, including the humane treatment of all people. All Zscaler employees are required to review the Code of Conduct, be trained on the expectations of the Code of Conduct and acknowledge that they will adhere to the Code of Conduct while employed at Zscaler.

Vendor Commitments. We expect, and to the fullest extent possible when we enter into negotiated agreements, we require, that our vendors and other suppliers comply with all applicable laws, which includes the Modern Slavery Acts. We will not support a supply chain where we are aware of, or have reasonable grounds to believe, that slavery and human trafficking are taking place.

Reporting Concerns. Zscaler offers multiple reporting channels to our employees, suppliers, and business partners, including a web portal and telephone hotline that provide individuals with the opportunity to report concerns anonymously and can be accessed at www.zscaler.ethicspoint.com. We routinely promote awareness of these reporting channels through internal policies, communications, and training. We also prohibit retaliation against anyone who, in good faith, reports any matter relating to Modern Slavery or who assists in the investigation of a reported concern.

Next Steps

We recognize and understand the importance of the Modern Slavery Acts and are committed to periodically reviewing and assessing the risks in our supply chain, including our negotiated agreements with our contractors, partners, resellers, vendors and other suppliers.

Approval

This statement is made pursuant the Modern Slavery Acts and constitutes our slavery and human trafficking statement for the fiscal year ending July 31, 2022.



Jagtar Chaudhry

President, CEO and Chairman of the Board, Zscaler, Inc
Director, Zscaler (UK) Limited and Zscaler Australia PTY Ltd.