



Search. Observe. Protect.

Elastic Modern Slavery and Human Trafficking Statement

This statement outlines our efforts for the 2024 financial year (May 1, 2023 - April 30, 2024).

Modern Slavery and Human Trafficking Statement 2024

Elastic N.V. and its subsidiaries (“Elastic”) are committed to treating all members of our workforce - and those who do business with us - fairly, with respect and dignity, ensuring safe working conditions, and operating ethically. We stand against all forms of modern slavery and actively work to prevent it from taking place in our supply chains and business operations. We are issuing this statement pursuant to the *UK Modern Slavery Act* and *Australian Modern Slavery Act*, which require Elastic to disclose efforts to ensure that modern slavery is not taking place in our supply chains and business operations.

Our Business, Structure, and Supply Chain

Elastic, the Search AI Company, enables our customers to find the answers they need in real time, using all of their data, at scale. The Elastic Search AI Platform (“our platform”), combines the power of search with AI to help companies solve real-time business problems, unlock potential value, and achieve better outcomes. Our platform, available as both a hosted, managed service across public clouds as well as self-managed software, allows our customers to find insights and drive AI and machine learning use cases from large amounts of data. We offer three search-powered solutions – Search, Observability, and Security – that are built on the platform. We help organizations, their employees, and their customers find what they need faster, while keeping mission-critical applications running smoothly, and protecting against cyber threats. Organizations of all sizes, across many industries, including enterprises, educational institutions and government entities, purchase our products for a variety of use cases. As of April 30, 2024, we had approximately 21,000 customers.

Elastic originated as a distributed company and continues to be distributed by design. As of April 30, 2024, we had a total of 3,187 full-time employees in over 35 countries globally. We value our employees for the whole human they are and we honor their contributions by following our [Source Code](#).

We operate worldwide, across the Americas, EMEA, and Asia. As of April 2024, Elastic maintained offices in the following regions:

- Americas: United States and Canada
- EMEA: The Netherlands, Denmark, Germany, Sweden, Greece, France, Israel, United Kingdom, and United Arab Emirates
- Asia: Singapore, Australia, Hong Kong, South Korea, China, Japan, India

Elastic does not manufacture, produce, or distribute hardware or physical goods. Our supply chain consists of professional services, benefits and human resource services, travel services, hospitality and food services, corporate merchandise, event planning and marketing services, information technology and computing services, postal and courier pick-up and delivery services, office supplies, the leasing of facilities such as office space, cleaning services, facilities maintenance and other services.

Steps Taken to Assess and Manage Modern Slavery Risk

Risk assessment

Due to the nature of Elastic’s business, as a company that only produces digital products, we

generally consider ourselves low-risk with respect to slavery, forced labor and human trafficking issues in our business or supply chains.

To better understand the level of maturity in our suppliers' approach to combating human rights abuses within their own supply chains, we have included a subset of questions specifically related to human rights and modern slavery within our request for proposal (RFP) template documents. Looking ahead, we will continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitments.

Measuring Effectiveness

We measure our effectiveness in reducing the risk that slavery, forced labor and human trafficking practices are taking place in our business or supply chains by the number of reports and complaints regarding possible policy violations that we receive from our employees, suppliers, partners, customers, law enforcement agencies and the general public. Elastic is aware of no actual or alleged modern slavery, human trafficking, or other forced or child labor in its business or supply chain and has no credible basis to believe it is occurring. We will continue to assess opportunities to improve our ability to detect and address trafficking risks.

Policies

Elastic understands that our customers and business partners expect us to manage our business ethically, transparently, and responsibly. As described in our [Code of Business Conduct and Ethics](#), we will treat all of our workers consistent with the standards articulated in the [United Nations Universal Declaration of Human Rights](#), support and respect the protection of internationally proclaimed human rights, and we will not tolerate any human rights abuses within our organization or our supply chain. We will also comply with all labor laws intended to prevent human trafficking and modern slavery and we will not use forced or involuntary labor of any type.

Our commitment to responsibly managing and partnering with our suppliers is enshrined in our [Global Vendor Code of Conduct](#) ("GVCC"). Through the GVCC, we require our suppliers to operate with honesty and integrity and comply with all applicable laws and regulations. This includes the same standards we have set for ourselves for complying with human rights and labor laws and standards and - because we believe that these business conduct principles are truly universal - we expect our vendors to require all third-party suppliers that provide products and services to them to also comply with the standards in our GVCC. Through Elastic's contracting process, we aim to ensure our suppliers conform to the principles and standards outlined in our GVCC or in their own equivalent code of conduct.

Training

To continuously promote better governance and a higher standard of ethical and professional conduct across the entire company, employees are required to:

- Review and certify their compliance with Elastic's Code of Business Conduct and Ethics

- (“Code of Conduct”); and
- Complete mandatory training on the Code, whistleblowing, anti-harassment, discrimination, anti-retaliation, and other key policies and standards, including modern slavery and human trafficking.

Reporting Concerns

If you have questions about or suspect any violation of this statement, please contact our Business Integrity Office at ethics@elastic.co or anonymously through our Ethics and Compliance Hotline by phone or via the web-reporting tool available at <https://www.elastic.co/trust/business-integrity>.

Consultation

We have communicated with entities which we own and control regarding this statement and our approach to forced labor and human trafficking, mandating compliance with the policies and standards set out in this statement.

Statement Ownership and Approval

The Chief Legal Officer is the owner of this document. Adopted by the Board of Directors of Elasticsearch Limited on September 13, 2024 and by the Board of Directors of Elasticsearch Pty Ltd on September 14, 2024.

Always consult the current version available on [elastic.co](https://www.elastic.co).

Signed by:

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Carolyn Herzog
Chief Legal Officer
Elastic N.V.