

Splunk Services Australia’s Statement on the Prevention of Slavery and Human Trafficking
(as of August 1, 2025)

I. Identity of the Reporting Entity

Splunk Services Australia Pty Ltd (***Splunk Services Australia***) has prepared this Statement as a single reporting entity in compliance with section 13 of the *Modern Slavery Act 2018 (Cth)* (***Modern Slavery Act***). This is the fourth Statement filed by Splunk Services Australia and relates to the reporting period that ended on 31 January 2025. During the reporting period, Splunk Services Australia continued to operate under Australian Company Number (ACN) 609 939 817 and Australian Business Number (ABN) 51 609 939 817.

Splunk Services Australia is a wholly owned indirect subsidiary of Cisco Systems, Inc. (**Cisco**), a technology company headquartered in San Jose, California, USA. Splunk Services Australia provides support services to Cisco and its affiliates. Cisco completed its acquisition of Splunk Inc., Splunk Services Australia’s former parent company, in March 2024.

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II. Splunk Services Australia’s Structure, Operations and Supply Chain

Splunk Services Australia has approximately 302 employees and operates four offices in Australia located in Brisbane, Canberra, Melbourne and Sydney.

III. The Risks of Modern Slavery in Splunk Services Australia’s Operations and Supply Chain

Splunk Services Australia continues to assess its operations and supply chain against the table of modern slavery risk indicators contained in the *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities*.

Operations

During the reporting period, Splunk Services Australia did not significantly change its operations, therefore the risk of modern slavery occurring in its operations remains low.

Splunk Services Australia continues to use a highly skilled workforce. All of Splunk Services Australia's employees are legally authorised to work in Australia. Splunk Services Australia complies with all applicable Australian labour and employment laws and regulations.

Splunk Services Australia does not typically use short-term contracts for its employees, other than in limited circumstances such as for internships or to cover periods of an employee taking extended leave. Splunk Services Australia does not directly employ uniformed security or cleaning personnel, as these services are provided by the properties in which Splunk Services Australia leases its office space. Splunk Services Australia does not use any child labour in its operations

Supply chain

During the reporting period, there was no significant change to the Splunk supply chain. During the reporting period, Splunk Services Australia worked to consolidate its suppliers to streamline its operations and lower modern slavery risk exposure. Its first tier supply chain remains primarily made up of technology experts, consultants, lawyers, and other highly skilled professionals.

Increased risks of modern slavery in Splunk Services Australia's supply chain begin to emerge lower down the tiers of the supply chain. For example, Splunk Services Australia does not own property, it leases office space. Splunk Services Australia contracts with the building owners for the provision of commercial office space and associated services. Those building owners manage the properties in which Splunk Services Australia operates.

There are greater risks of modern slavery in the lower tiers of Splunk Services Australia's supply chain (building security, maintenance personnel, etc.) but the highly skilled nature of the majority of the supply chain, located largely in Australia, means that the overall risk of modern slavery in Splunk Services Australia's supply chain remains relatively low.

IV. Actions Taken by Splunk Services Australia to Assess and Address the Risks of Modern Slavery

Splunk Services Australia expects its suppliers to adhere to the Supplier Code of Conduct. Splunk Services Australia also engaged in a supplier diligence and monitoring program which involved screening suppliers using a questionnaire and third party software to assess their compliance across various legal and ethical expectations. Splunk Services Australia's contracts with suppliers include an audit rights provision. Where deemed necessary by Splunk Services Australia, it will be able to exercise

that audit right to investigate possible instances of modern slavery in the supply chain of its suppliers. Splunk Services Australia considers these measures to be important in increasing its supplier oversight and engagement in the mitigation of modern slavery risks. More recently, Cisco is working to integrate Splunk Services Australia into its company-wide anti-modern slavery program and this work will continue in the next reporting cycle.

V. Splunk Services Australia’s Self-Assessment as to the Effectiveness of Its Programs Aimed at Combating Modern Slavery

Splunk Services Australia is committed to continuous improvement in identifying, assessing and addressing its modern slavery risks.

The risk of modern slavery in Splunk Services Australia’s operations and first-tier supply chain remains low, and Splunk Services Australia will work towards lowering that risk even further through the implementation of its Supplier Monitoring Program during the next reporting period.

Splunk Services Australia will look to improve its assessment of the effectiveness of its modern slavery actions by assessing supplier engagement and risk mitigation measures once the Supplier Monitoring Program is fully operationalised.

VI. Consultation

Although Splunk Inc. was not a reporting entity under the Modern Slavery Act, the linkages between its supply chain and that of Splunk Services Australia has meant that Splunk Services Australia engaged in extensive consultation with Splunk Inc. to assess its modern slavery risks, current and future actions to address these risks. Splunk Services Australia does not own or control any entities for the purpose of reporting under this Statement.

This Statement has been reviewed and approved by the Board of Directors of Splunk Services Australia, on July 9, 2025, with input from other relevant stakeholders.

Aaron Glenn Smith, Director

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