



Search. Observe. Protect.

Elastic Modern Slavery and Human Trafficking Statement

This statement outlines our efforts for the 2023 financial year (May 1, 2022 - April 30, 2023).

Modern Slavery and Human Trafficking Statement 2023

Elastic N.V. and its subsidiaries (“Elastic”) are committed to treating all of our workers 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 enables the Fortune 500 to securely harness search-powered AI to enable anyone to find the answers they need in real-time using all their data, at scale. The Elastic search analytics platform helps any business see the future from every perspective and know where every path can lead. Elastic’s complete, easy-to-use cloud-based solutions for search analytics, security and observability help businesses deliver on the promise of AI. 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, 2023, we had approximately 20,200 customers.

We are a globally distributed company with 2,886 employees as of April 30, 2023. 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 2023, Elastic maintained offices in the following countries:

- Americas: United States and Canada
- EMEA: The Netherlands, Denmark, Germany, Sweden, Greece, France, Israel, United Kingdom
- 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, travel services, hospitality and food services, corporate merchandise, cleaning services, computing services, postal and courier pick-up and delivery services, office supplies, the leasing of facilities such as office space, and facilities maintenance.

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.

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"), which applies to all suppliers of products or services to Elastic. 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 work 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 annual training on a variety of topics, including ethics, the Code of Conduct, and 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.

Looking forward

Elastic is working towards a centralized vendor onboarding process that would enable harmonization of our approach to managing and evaluating supply chain risk.



Carolyn Herzog
Chief Legal Officer
Elastic N.V.