



F5 Networks UK Modern Slavery Statement

Detailing the 2020 reporting year, from 1 April 2020 through 31 March 2021.

F5 believes all people are entitled to free, safe, and healthy living and working environments. In pursuit of these standards, F5 has been working to ensure our company and supply chain meet the requirements set in our code of conduct.

This statement is written to meet the requirements of the UK Modern Slavery Act of 2015, the California Transparency in Supply Chain Act of 2012, and as a general disclosure of supply chain due diligence efforts toward eliminating modern slavery and human trafficking.

[About F5](#)

F5 (NASDAQ: FFIV) is a multi-cloud application security and delivery company that enables our customers—which include the world’s largest enterprises, financial institutions, service providers, and governments—to bring extraordinary digital experiences to life. F5 has over 6,000 employees operating globally, including the headquarters in Seattle, WA USA. F5 follows both international guidelines as well as best practice at local sites with regard to employee verification, hiring, compensation, and other human resources practices. Given the nature of F5 operations, we have determined that F5 employees are at a low risk of being victims of human trafficking, and that our manufacturing supply chain represents our most significant risk.

[Our Policies](#)

[F5 Code of Conduct](#)

[F5 Partner Code of Conduct](#)

[Other Corporate Governance documents](#)

[Flex \(F5 manufacturing Partner\) Supplier Code of Conduct](#)

[F5 Human Trafficking policy](#)

[Additional company polices](#)

Reports of any misconduct can be made to a manager, a supervisor, another department manager, human resources, the Compliance Team or via the F5 Ethics Point portal.

- Online at f5.ethicspoint.com
- By international toll-free telephone at 0808-234-5366 (For numbers outside the United Kingdom, visit f5.ethicspoint.com)



Our Supply Chain

F5 does not maintain our own facilities for hardware production or repair, but rather uses a contract manufacturer and a contract for service and repair facility.

Our supply chain consists of a global network of electronic component suppliers, with final product assembly completed by Flex in Guadalajara, Mexico and Zhuhai, China and finished product shipping from Milpitas, California, USA and Zhuhai, China. Flex is an active member of the Responsible Business Alliance (RBA) and as such maintains rigorous ongoing compliance programs and undergoes regular audits. Repair facilities are both located in California, USA. Purchasing of components for F5 production is done primarily through Flex. However, as F5 maintains design control, we conduct our own risk assessments on the suppliers specified into our products. As part of the purchasing agreement signed with Flex, suppliers purchased by Flex for use in F5 products agree to meet the requirements of the RBA Code of Conduct. Beyond a small subset of suppliers that have met the requirements of being a Flex preferred supplier, minimal auditing is done to ensure these suppliers meet these requirements. We have determined this is a significant area of risk and have factored it in to our risk assessment matrix. In a few cases F5 does directly purchase from some suppliers and provide those parts to Flex for use in our products. This represents the minority of the components used in our hardware and is primarily only parts which require significant customization. In these cases, F5 includes in purchasing contracts that suppliers must meet the requirements of the RBA Code of Conduct. While we maintain control over these contracts, due to the production locations of these suppliers, we have determined these suppliers to be at a moderate level of risk for human trafficking.

Actions in Reporting Year 2020

Ongoing risk assessment:

As part of our overall supplier compliance program, each manufacturing supplier is scored yearly according to a variety of environmental and social compliance criteria, including any management systems, certifications, supplier headquarters and factory locations, and contracts in place. The risk assessment rating (Low, Medium, and High) represents a subjective score encompassing a likelihood of noncompliance issues across a variety of environmental and social regulations, including human trafficking.

Conflict Minerals Due Diligence:

As a publicly traded US company, F5 is obligated to conduct supply chain due diligence in line with the Dodd-Frank Act. F5 uses the Conflict Minerals Reporting Template (CMRT) as the primary means of supply chain communication. A link to our completed conflict minerals report is available in the “Links to relevant information” section of this document. While conflict minerals due diligence is a key piece of our human trafficking efforts, it is only one specific piece of it.

Self-Assessment using STRT:

All F5 hardware suppliers are queried annually using the Slavery and Trafficking Risk Template (STRT). The STRT is designed to mimic the CMRT in both ease-of adoption for suppliers and in having data checks for validation built in. Our suppliers respond to the STRT through Assent Compliance. Together with our proprietary sustainability survey also run through Assent Compliance, this is the primary effort undertaken for modern slavery due diligence.



Accountability:

F5 takes any breach of our codes of conduct or contractual compliance requirements very seriously. We work with suppliers to develop corrective action plans with set timelines and objectives as appropriate given the specific concern.

Training:

Through our partner Assent Compliance, training is made available to all manufacturing suppliers regarding F5's compliance requirements as well as the documentation required to demonstrate conformity. In addition, Assent offers support to suppliers for both reporting and corrective actions for certain risks found.

All F5 employees complete annual training on the F5 Code of Conduct. Though this code does not explicitly cover human trafficking, it does cover bribery, corruption, and other areas of compliance. F5 does not provide specific training for F5 employees around recognizing and reporting human trafficking or slavery.

Our contract to manufacture partner, Flex, does provide training to all employees that covers forced labor and human trafficking.

Results and Risks

During 2020, our efforts did not uncover conclusive evidence of human trafficking in our supply chain. However, significant data gaps still exist, as not all suppliers completed self-assessments. Due to the complex nature of the supply chain, coupled with lax laws and oversight in many countries, there exists risk that forced labor, including debt bondage, excessive recruitment fees, document withholding, and others may take place. Our primary focus remains on improving visibility to risks at our direct suppliers, with the understanding that our supply chain is much deeper than those direct suppliers, and better due diligence is needed to uncover issues at those companies supplying our suppliers.

Our focus during fiscal 2021 will be on improving the percent of our suppliers responding to the STRT request. This is our primary metric of completeness for our efforts.

Next Steps

F5 will work to increase the number of suppliers responding to the STRT, improve our internal risk assessment of our suppliers and strengthen the contractual requirements for our suppliers. In addition, we will continue to work to keep our policies and practices up to date, and expand our efforts to communicate those to our employees and business partners.

Links to Relevant Information

[Office locations and contact information is available on our website.](#)

[F5 hardware compliance documentation](#)

[F5 2020 Conflict Minerals Report](#)

[Flex Slavery and Trafficking Statement](#)



[F5 2020 Annual Report](#)

[F5 2020 ESG Report](#)

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Approved by F5 Networks, Ltd. Board of Directors on:
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Approved by

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Director, F5 Networks, Ltd.