

F5 Networks UK Modern Slavery Statement, 2018

Intro

F5 Networks believes all people are entitled to free, safe, and healthy living and working environments. This commitment not only includes our own employees, suppliers, and business partners. 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.

Each year F5 surveys our manufacturing suppliers to determine risk of human trafficking, and levels of adoption of processes and codes of conduct, ranging from the EICC (now RBI) to OHSAS 18000.

Our Operations

F5 is a global technology company headquartered in Seattle, Washington in the United States. We maintain offices around the world, with our primary sites in Seattle; San Jose, California; Lowell, Massachusetts; Liberty Lake, Washington; Chertsey, United Kingdom; Singapore; and Tel Aviv, Israel. F5 maintains smaller offices, sales, and service personnel in many other countries.

Our core products are software, services, and purpose-built hardware that enable our customers to get the most out of their networks. F5 still provides load-balancing products and now offers a suite of solutions for security, network control, application management, and additional network functionality.

Our primary locations are focused on software product development, sales, services and consulting, business operations, and hardware product development. F5 does not maintain our own facilities for hardware production or repair.

Given the nature of our operations, we have determined that F5 employees are at a low risk of being victims of human trafficking. We have decided to focus our efforts on working with our suppliers to reduce human trafficking risk in our supply chain as well as ensuring our employees comply with our F5 code of conduct.

Our Supply Chain

All purchasing at F5 is completed through our procurement team. Our manufacturing supply chain has many unique facets which make it function somewhat differently from other operational spending. As such, both our risk assessment and our approach to mitigating human trafficking differ between our manufacturing supply chain and the rest of procurement.

Corporate Operations

We have determined the risk for human trafficking in the corporate operations value chain is low. All suppliers must meet our [partner code of conduct](#). Suppliers are regularly assessed using tools from Duns and Bradstreet for various standards including compliance and diversity and inclusion. Additional relevant policies are listed at the end of this document.

Manufacturing supply chain

Our hardware is built through a partnership with a contract manufacturer, Flex. F5 hardware development and manufacturing teams maintain design control and specify which suppliers and parts may be used in the production of our hardware. Our manufacturing partner purchases the majority of the components that are specified for use in our hardware. F5 does not typically purchase from, nor have purchasing agreements suppliers of our electronic hardware.

As part of the purchase agreement they sign with Flex, suppliers purchased by Flex for use in F5 products agree to meet the requirements of the EICC 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 has recently started including in purchasing contracts that suppliers must meet the requirements of the EICC 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.

Our efforts in 2017

2017 was a year in which we focused largely on updates to policies, internal controls, and improvements to our supply chain due diligence practices. Our last manufacturing supply chain survey was completed at the end of 2016 and we used the results to determine which suppliers we wanted to follow up with.

In 2017 we implemented mandatory screening for standards (such as EICC/RBI or OHSAS 18000) for all new manufacturing suppliers, allowing us to build a risk profile for the supplier from the start. This also will allow us to work with our hardware design teams to more quickly phase out suppliers nonresponsive to F5's requests for improvement.

Both our employee code of conduct and our business partner code of conduct were re-written in 2017. These documents detail a series of policies, many of which are important to human trafficking management. This includes our anti-bribery and corruption as well as anti-discrimination policies.

We increased our ability to search for instances of employee breach of policy with regard to web traffic. In Seattle, where F5 is based, there have been cases where tech sector employees are involved in trafficking and patronage of sex workers. F5 has worked to block sites regularly used for these activities and put in place measures to monitor employee web use. Disciplinary action will be taken when necessary.

Our results and next steps.

In 2017, an EICC audit was performed at our manufacturing facility and found no instances of human trafficking.

Our primary area of risk remains in our supply chain. While our suppliers reported no instances, we believe there may be underreporting as we rely almost exclusively on self-reporting. We have retained a consultancy to manage our survey for 2018. We believe the expertise and standardization using questions from the STRT template will ensure more actionable results from our supply chain survey in 2018.

We are working to standardize the way we screen suppliers between our manufacturing supply chain and the rest of our company services and goods supply chain. We believe this consistency will help us better gauge the risks in our supply chain.

Links to Relevant Information

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

[Conflict Minerals Filing](#)

[F5 code of conduct, including anti-discrimination and anti-bribery policies](#)

[F5 Partner code of conduct](#)

[Other corporate governance documents](#)

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