



Okta UK's Modern Slavery Act Transparency Statement For the fiscal year ending January 31, 2024

Introduction

The United Kingdom Modern Slavery Act of 2015 requires certain companies to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking in their businesses and supply chains. The disclosures are intended to provide consumers the ability to make better, more informed choices about the products and services they buy and companies they support.

This Statement is Okta UK Ltd.'s (company number 08642435) and AUTH0 Ltd. (company number 10287824) (collectively, **Okta UK**) modern slavery statement for the reporting period of 1 February 2023 to 31 January 2024 (**Reporting Period**) in compliance with the United Kingdom Modern Slavery Act of 2015.

This Statement provides transparency on how Okta UK works to identify and manage exposure to and improve risks associated with modern slavery in its business operations and supply chains.

About Okta UK's Structure, Operations and Supply Chains

Okta UK, as defined herein, consists of two UK private limited companies headquartered in London, United Kingdom, and are wholly owned subsidiaries of Okta, Inc. (**Okta**). Okta UK operates solely in the UK and provides sales, customer support, engineering and other support services to Okta and its affiliates.

Okta is a publicly-traded multinational technology company (NASDAQ: OKTA) incorporated in Delaware and is headquartered in San Francisco, California and is the leading independent identity partner for organisations around the globe. Okta's Identity Service enables organisations to securely connect the right people to the right technologies at the right time. Information about Okta's business and its locations globally can be found [here](#).

As a wholly owned subsidiary of Okta, Okta UK adopts the policies and procedures of Okta, which includes the policies and procedures relating to the prevention of modern slavery and the protection of human rights. Information on Okta's environmental, social and governance efforts, including human rights, can be found [here](#).

Risks of modern slavery practices in Okta UK's operations and supply chains

Okta UK recognizes that modern slavery is a global issue and requires global action. Okta UK is committed to acting with integrity in all of its business relationships and is committed to both maintaining and improving upon its current systems, policies and processes to avoid human rights violations related to its business operations, products and supply chain.

Okta UK has reviewed and considered the risks of modern slavery in its supply chain and business operations over the Reporting Period. Due to the nature of Okta UK's business operations being



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focused on providing support services to Okta and the nature of the goods and services we procure, which typically do not involve the types of labor at risk for slavery and human trafficking, Okta UK considers the goods and services in its supply chain and operations to be low risk for modern slavery practices.

Okta and Okta UK source goods and services from third parties with reputable business practices. Additionally, Okta UK's staff (which includes contractors) are hired by Okta UK either directly or through third-party personnel service providers in accordance with Okta's hiring policies and due diligence process. All of Okta UK's employees are legally authorized to work in the UK and Okta UK complies with all applicable UK employment and labour laws.

Okta UK's individual contractors hired to work as part of Okta UK's business operations, are governed by Okta's processes and policies. Okta UK (and all directors, management and staff of Okta UK) must comply with Okta's Code of Conduct (referred to below).

Actions taken to Assess and Address Modern Slavery Risks

During the Reporting Period, Okta has assisted Okta UK to implement measures (additional details provided below) to assist in addressing the modern slavery risks as part of its business operations and supply chain. For example, such measures include reviewing internal and external engagement policies/processes, reviewing relevant "compliance with law" clauses in vendor agreements that Okta UK has in place with its higher risk category vendors and identifying areas of improvement in current procurement contract templates.

Okta's core values shape and guide how Okta and Okta UK act as a business – 'love our customers, never stop innovating, act with integrity, be transparent and empower our people'. In alignment with Okta's core values, Okta UK requires its employees, contractors and suppliers to comply with all applicable laws, which may include modern slavery legislation, depending on the nature of the transaction.

Okta's Partner Code of Ethics and Business Conduct (**Partner Code**) (the current version of which is available at <https://investor.okta.com/partnercode>) defines Okta and Okta UK's expectations for all its business partners and includes a commitment to operating in full compliance with all applicable laws and regulations, and with the principles outlined in the Partner Code. Okta's business partners include entities that are part of Okta's supply chain and those that provide goods or services to or on Okta's or Okta UK's behalf (**Partners**). During the Reporting Period, the principles in the Partner Code include the requirement for Partners to comply with applicable laws, including the support of fair labour and anti-modern slavery practices that allow for individuals' freedom of choice regarding employment, absent of forced, bonded or involuntary labor.

Additionally, Okta's Code of Conduct (**Code of Conduct**) available at <https://investor.okta.com/codeofconduct> informs its directors, officers, employees and contractors in making proper ethical and legal decisions when conducting business on Okta UK's behalf and performing their day-to-day duties in alignment with Okta's and Okta UK's values and policies. The Code of Conduct includes standards regarding the protection of human rights and a requirement to uphold all applicable human rights laws, rules and regulations, including those relating to child labor, modern slavery and human trafficking. Okta UK condemns all forms of child or forced labor and prohibits unlawful discrimination. All of Okta UK's employees complete Code of Conduct training as



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part of their onboarding, and are required to recertify annually to ensure continued awareness and compliance with Okta's Code of Conduct.

In addition, Okta UK provides its employees with multiple reporting channels, including the ability to submit confidential or anonymous reports, which can be used to raise concerns relating to modern slavery matters.

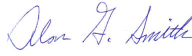
Where modern slavery practices are identified in Okta UK's supply chain or operations, Okta UK will work to evaluate the severity of the issue and seek expert guidance (where appropriate) to determine and then implement a corrective plan of action that is appropriate to the situation. In circumstances where Okta UK has reasonable grounds to believe that there are ongoing modern slavery practices, or failure to comply with a corrective plan of action, Okta UK may terminate its relationship with the vendor.

Assessing Effectiveness of Actions Taken to Prevent Modern Slavery

The measures Okta UK has put in place to address modern slavery are part of an ongoing process and measuring the effectiveness of such actions is an evolving journey that Okta UK is looking to work on over time. Okta UK recognizes that the actions taken during this Reporting Period may not eliminate all risks of modern slavery in its supply chains. However, Okta UK is committed to continue to work towards addressing modern slavery risks and actions as part of its business journey.

Approval

This Statement is made pursuant to section 51(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the fiscal year ended January 31, 2024.

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Alan Garrett Smith

Director, Okta UK Ltd. and Auth0 Ltd.

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David Vincent Gennarelli

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