

Modern Slavery Statement

Juniper Networks, Inc. and its subsidiaries (Juniper Networks) have developed this statement to support compliance with the California Transparency in Supply Chain Act of 2010 (SB657), section 54(1) of the United Kingdom Modern Slavery Act of 2015, the Australian Modern Slavery Act 2018, the Uyghur Forced Labor Prevention Act (Public Law No. 117-78) (UFLPA), and the Federal Acquisition Regulation (FAR)/Defense Federal Acquisition Regulation Supplement (DFARS) under FAR 52.222-50 and DFARS 252.222-7007. This statement outlines our commitment and approach to promoting a workplace and supply chain free from modern slavery and human trafficking, and one where workers are treated with respect and dignity. The below statement covers Juniper Networks' Financial Year 2023 ending December 31, 2023.

This Statement interprets "modern slavery" to cover forced labor; debt bondage; indentured, child, slave, or involuntary labor (including prison labor); and human trafficking.

Company Overview

Juniper Networks designs, develops, and sells products and services for high-performance networks to enable customers to build scalable, reliable, secure and cost-effective networks for their businesses, while achieving agility and improved operating efficiency through automation. Our products and service offerings include routing, switching, Wi-Fi, network security, and software-defined networking technologies. In addition, we offer network maintenance and support services, education and training programs, professional services, software-as-a-service (SaaS), and other services. We sell our solutions in more than 150 countries across three geographic regions: the Americas, Asia Pacific (APAC), and Europe, the Middle East, and Africa (EMEA)

Juniper has more than 11,000 employees globally, with largest offices in the United States and India. Final manufacture of our products is outsourced and completed in Mexico, Philippines, Taiwan, Vietnam, Malaysia or Thailand. Our logistic hubs through which a majority of product is transferred are found in the UK, Netherlands, India, Hong Kong, Taiwan and Australia.

Supply Chain Overview

Our manufacturing activities are outsourced to a worldwide network of business partners but are closely managed by our supply chain organization. Key elements of our supply chain are comprised of: contract manufacturers (CMs), original design manufacturers (ODMs), component suppliers, warehousing and logistic firms, recruiting firms, and indirect services. Our CMs and ODMs are responsible for all phases of manufacturing, from prototypes to full production, and assist with activities such as material procurement. Our outsourced model necessitates we encourage the adoption of responsible business practices.

Industry Alignment and Collaboration

Juniper Networks is committed to a collaborative approach in applying leading standards and practices in the electronics industry supply chain to drive performance and compliance with critical corporate social responsibility policies. To this end, Juniper Networks is a member of the [Responsible Business Alliance](#) (RBA) and has supported the development of industry tools and programs that provide a common means to assess risk at the corporate, facility and supplier levels, and the improved management and sharing of sustainability data. Juniper has adopted the [RBA Code of Conduct](#), which prohibits the use of forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, trafficking of persons and child labor.

Juniper Networks' Policies

Juniper Networks is dedicated to honoring human rights, including the eradication of modern slavery and human trafficking. Juniper Networks believes that ethical business practices and compliance with laws are essential, and we expect our employees and our global supply chain network to adhere to the same ethical standards. We anticipate completion of a new corporate human rights policy in 2024.

Juniper Networks' forced labor policies are informed by the [RBA Code of Conduct](#), the [Universal Declaration of Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), the [Ten Principles of the United Nations Global Compact](#), and the [UN Guiding Principles on Business and Human Rights](#). These policies articulate a shared vision and set of expectations for Juniper Networks employees and business partners. Our codes of conduct for employees and business partners set our overall vision for ethical practice in our operations and value chain.

- [Worldwide Code of Business Conduct](#): Our Worldwide Code of Business Conduct applies to all employees who represent Juniper, regardless of location, and is an extension of Juniper's core values and principles – the Juniper Way. It establishes acceptable interactions in the workplace, including expectations on human rights.
- [Business Partner Code of Conduct](#): Our Business Partner Code of Conduct applies to all business partners, including direct and indirect suppliers, vendors and contractors. It is aligned with the RBA Code of Conduct and communicates to our suppliers Juniper Networks' expectations on implementation of a management system approach for upholding human rights, including eradication of modern slavery and human trafficking.

The Corporate Social Responsibility and Integrity and Compliance functions, which reside within the Juniper Networks Legal Department, are responsible for driving social and environmental standards across the organization and supply chain, including those related to forced labor. The team works across functions – including Supply Chain Operations, Human Resources, and Integrity and Compliance – to establish and coordinate the policies, processes, and programs governing Juniper's approach to human rights and ethical conduct. Within Supply Chain Operations, Juniper has dedicated staff that cover supplier risk and supply chain sustainability.

Risks of Modern Slavery and Human Trafficking in the Supply Chain

Juniper Networks conducts business with a worldwide network of suppliers. Some of the suppliers operate in countries where there may be inadequate minimum standards and local laws designed to prohibit modern slavery and trafficking and to protect populations vulnerable to these risks. Other features of countries that increase risk are: cultural practices accepting servitude or castes, substantial black markets, coordinated criminal organizations, poor education standards, and lack of employment opportunities.

Juniper Networks undertakes the actions described below to address and mitigate these risks.

Actions

Juniper Networks has policies and procedures to prevent prohibited activities and to monitor, detect, and take appropriate corrective action if any prohibited activities are identified, up to and including termination of employment or termination of contract. Juniper Networks' program framework for modern slavery and human trafficking includes verification, audit, certification, accountability, and training. These actions constitute our due diligence.

- **Verification:** Annually, Juniper Networks evaluates and identifies risks of modern slavery and human trafficking through monitoring of our corporate operations' and suppliers' compliance with the RBA Code of Conduct. Juniper Networks tracks and maintains awareness of operations, suppliers, and locations at greater risk of modern slavery and human trafficking. We also ask our suppliers to use reasonable efforts to identify and reduce the risk of modern slavery and human trafficking in their operations and among their suppliers. Suppliers who meet the following criteria are included in the risk assessment process:
 - Suppliers who are in the top 80% of direct material spend in the relevant calendar year (based in part on forecasted spend),
 - Suppliers who have operations supporting Juniper Networks in Tier 2 Watch List or Tier 3 countries according to the US Department of State Trafficking in Persons Report,
 - All contract manufacturers and original design manufacturers, and
 - All direct material suppliers providing what are identified as the most critical technologies and can have a broad impact across Juniper.

Juniper Networks utilizes the [RBA assessment process and tools](#), or equivalent, to help us measure and better understand the level of compliance with the RBA code and which gaps remain for further review and action. Modern slavery and human trafficking risks are among those we capture in internal supply chain risk management software.

- **Audit:** Using the RBA assessment process and tools, a risk-based approach determines at which supplier facilities to conduct onsite audits. The process employs an independent third-party to conduct announced audits of those supplier facilities that present a potential high risk of non-compliance with the RBA Code of Conduct, including risks related to modern slavery and human

trafficking. Forty-one such audits were conducted at the facilities of Juniper suppliers in 2023. Findings identified during the audit process are communicated to the suppliers for corrective action, tracked to closure, and reviewed during supplier business reviews, where applicable.

- **Certification:** Our Employees, as well as authorized representatives of our business partners, where required, certify that they have read, understand and are committed to complying with the principles of the Worldwide Code of Business Conduct and the Business Partner Code of Conduct, respectively. Juniper Networks' terms and conditions require suppliers to comply with legal requirements in all their activities. Juniper Networks aims to integrate the Business Partner Code of Conduct into each supplier master purchase and service agreement in order to further emphasize our expectations with respect to ethical behavior.
- **Accountability:**
 - **Employees.** All Juniper employees are responsible for adhering to the Worldwide Code of Business Conduct and applicable laws and regulations, no matter where they are in the world. Juniper Networks insists on employees exercising the highest standards of business conduct and ethics in all dealings inside and outside of the company. Managers not only set the tone for an ethical culture, but also are expected to act as mentors and coaches and guide their employees on how to conduct business honestly and in compliance with the law and company policies. Managers are responsible for their team's compliance with the law, the Worldwide Code of Business Conduct, and company policies.

The Audit Committee of our Board of Directors is responsible for the overall oversight of our Integrity and Compliance Program. Our Chief Compliance Officer has overall responsibility for the direction and execution of the corporate ethics and compliance program, including the effective internal and external communications of corporate values, ethics, business conduct standards, policies and compliance programs through vehicles such as the Worldwide Code of Business Conduct and Business Partner Code of Conduct.

- **Suppliers.** Juniper Networks' supplier agreements require suppliers to comply with all applicable laws and regulations and, when entering into or renewing supplier master agreements, we include our Business Partner Code of Conduct. These expectations are communicated to our suppliers upfront through the supplier onboarding process and throughout our engagement. If suppliers do not follow Juniper's policies or meet Juniper's performance expectations, we may escalate the matter, among other compliance and quality matters, in the supplier business review process and take the non-compliance into account in supplier performance scorecards. Ultimately, contracts may be severed if following the Business Partner Code of Conduct remains a concern.

- **Training:** All of our employees are provided with the Worldwide Code of Business Conduct upon hire and undergo initial and regular ongoing training on the contents of the Code. Employees with direct responsibility for the modern slavery and human trafficking compliance program complete tailored trainings, including specifics on the governing legal requirements and human rights risks in the supply chain. Juniper last completed a supply chain organization training covering this Modern Slavery Statement in Q4 2023 (a supplier training covering the subject was last completed in Q1 2024). Additionally, employees engaged with the U.S. Federal Government complete a course focused on the specific requirements associated with government contracts, including those under FAR 52.222-50 on human trafficking and forced labor. Additionally, through our RBA membership, we support the development of workshops, [trainings](#) and reports focused on ensuring understanding of the RBA policies, best practices, and the true extent and trends of modern slavery and human trafficking in the electronics industry. These resources are made available to our suppliers.

Violation Monitoring, Reporting and Remediation

All Juniper Networks employees, suppliers, business partners, contractors, subcontractors, agents and customers are encouraged to report any events of questionable, fraudulent, or illegal nature that are, or may be, in violation of the Worldwide Code of Business Conduct, Business Partner Code of Conduct or legal requirements, including any events of modern slavery or human trafficking, using one of the following methods:

- Email integrity@juniper.net
- Call the toll-free Juniper Integrity Hotline at +1-855-410-5445
- Submit a report online at integrity.juniper.net
- Contact [Juniper's Chief Compliance Officer](#)

Information can be submitted anonymously and without retaliation and is kept confidential to the fullest extent practicable and allowed by law.

Based upon the steps taken and as outlined above and to the best of Juniper Networks' knowledge and belief, neither Juniper Networks nor any of its agents, subcontractors, or their agents has engaged in any modern slavery or human trafficking. If abuses relating to any of the prohibited activities identified in the UFLPA, FAR 52.222-50, SB657, the UK Modern Slavery Act or the Australian Modern Slavery Act are found, Juniper Networks will implement the appropriate remedial actions within local country laws, up to and including termination of employees, agents and contractors and termination of contracts.

We are committed to providing transparency in all aspects of our business. For further information on the activities undertaken to promote responsible practices in our operations and our supply chain, refer to Juniper's [Corporate Social Responsibility Report](#).

This statement for Juniper Networks, Inc. and its subsidiaries, including Juniper Networks International B.V., Juniper Networks UK Ltd. and Juniper Networks Australia PTY Limited, was approved by the Board of Directors of Juniper Networks, Inc. as the parent entity on August 14, 2024.

//signed//

Rami Rahim, Chief Executive Officer and Director

[Date]

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