

NUTANIX, INC.

MODERN SLAVERY REPORT FOR THE FINANCIAL YEAR ENDED JULY 31, 2023

At Nutanix, Inc. (“Nutanix”), we stand against modern-day slavery. We are committed to the rights of our employees, workers in our supply chains, and workers in our global community. Respecting human rights and putting our people first governs how Nutanix operates and is one of our core principles.

This report is made by Nutanix pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* for the reporting period commenced August 1, 2022 and ended July 31, 2023. Where pronouns such as “we”, “our” and “us” are used in this report, they are intended to refer to Nutanix, Inc.

About Nutanix

Nutanix, Inc., is a Nasdaq listed company with headquarters in California in the United States of America. It is the ultimate parent company of a group of companies (the “Group”) that provides an enterprise cloud platform that consists of software solutions and cloud services that power the Group’s customers’ enterprise infrastructure. As of July 31, 2023, the Group had approximately 6,450 employees worldwide and the Group maintains offices in North America, Europe, Asia Pacific, the Middle East, Latin America, and Africa.

We do not manufacture any hardware. The Nutanix-branded NX series appliances, including those that are delivered by us, are manufactured for us based on our specifications by one of the world’s leading producers of high performance servers.

Policies and Due Diligence Processes

Nutanix has published policies to define our commitment to international labour and human rights standards. These policies are available to all employees and workers.

To align with industry standards and commonly used practices, Nutanix has adopted the [Responsible Business Alliance \(RBA\) Code of Conduct](#). The ‘[RBA Code of Conduct](#)’ establishes standards to ensure that working conditions in the electronics industry and its hardware supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

The Nutanix [Vendor Code of Conduct](#) prohibits the use of forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons. Any violations or suspicions of violations to the Vendor Code of Conduct can be reported at codeofconduct@nutanix.com.

Nutanix expects all direct hardware suppliers to adhere to this policy, and we strive to enforce such policy via a three-pronged approach of (1) sourcing and supplier selection, (2) contractual supplier requirements and/or (3) ongoing supplier relationship management.

Nutanix surveys our main supplier using the industry standard [Slavery & Trafficking Risk Template \(STRT\)](#), in our efforts to comply with human trafficking and modern slavery legislation and to improve our supply chain-related disclosures.

Our Modern Slavery Risk Profile

Within our operations, we have assessed our risk profile based on sector and industry risks as minimal. Our business depends greatly on highly skilled personnel, particularly in sales and engineering. We understand the importance of human capital and prioritize building our culture, talent development, compensation and benefits, and diversity and inclusion. Our human capital resources objectives include identifying, recruiting, retaining, incentivizing and integrating our existing and new employees, advisors and consultants.

That said, we recognize that risks of modern slavery may be present in our supply chain, so we have implemented the policies and processes described above and continuously monitor the related risks. We have communicated with and received certain information from our hardware supplier referenced above with respect to supply chain risks relating to modern slavery.

Remediation Measures

Over the course of the reporting period, no instances of modern slavery were identified in our business or supply chains. Therefore, no remediation measures have been necessary and no such measures could have led to loss of income to vulnerable families.

Training

We do not currently provide specific training to our employees on forced labour or child labour.

Assessing Effectiveness

We do not currently assess the effectiveness of our modern slavery prevention measures. As we explore and implement further measures to prevent and mitigate modern slavery risks in our operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken.

Approval

This report was approved by the Board of Directors of Nutanix, Inc. pursuant to Paragraph 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act on May 29, 2024.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Nutanix, Inc.

By: 

Name: Rajiv Ramaswami

Title: President, Chief Executive Officer and Director

Date: May 30, 2024

I have the authority to bind Nutanix, Inc.