

# Equal Employment Opportunity Policy Statement

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The rich diversity of our people, our thinking, and our talents is key to our overall success. Maintaining this culture of diversity requires that we foster an inclusive work environment in which everyone is encouraged to value one another's unique contributions.

As a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), and Section 503 of the Rehabilitation Act of 1973 (Section 503), it is Splunk Inc.'s ("Splunk" or the "Company") policy to take affirmative action to employ and advance in employment qualified minorities, women, protected veterans, and individuals with disabilities in accordance with applicable regulations.

The Company's equal employment opportunity policy requires that employment decisions be based only on valid job requirements, and extends to all terms, conditions, and privileges of employment at all levels, including but not limited to recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions. Splunk policy prohibits unlawful discrimination based on race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.

In conjunction with Splunk's U.S. Employee Handbook, the Company also takes steps necessary to prevent harassment, intimidation, threats, coercion, or discrimination because an applicant for employment or an employee has engaged in or may engage in the filing of a complaint; assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of E.O. 11246, VEVRAA, Section 503, or any other federal, state, or local law requiring equal employment opportunity for individuals with disabilities or protected veterans; opposing any act or practice made unlawful by E.O. 11246, VEVRAA or Section 503 and their implementing regulations, or any other federal, state, or local law requiring equal employment opportunity for individuals with disabilities or protected veterans; or exercising any other rights protected by E.O. 11246, VEVRAA, or Section 503, or their implementing regulations.

The CEO has assigned overall responsibility for implementation, management, and auditing of Splunk's affirmative action obligations to Splunk's Director of Compliance, Jeffrey Thompson. The Director of Compliance is assisted by other human resources personnel, including at individual facilities.

The non-confidential portions of our affirmative action programs are available for inspection by any applicant for employment or any employee by contacting the Global Compliance and Enablement Team ([SPOT@splunk.com](mailto:SPOT@splunk.com)) during regular business hours of 9am-5pm Pacific Time.

  
Gary Steele  
President and CEO

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