



Salesforce FY26 Modern Slavery Act Statement

Issued pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth), and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9)

This statement discusses Salesforce's global business practices to address forced labour and child labour. It encompasses Salesforce, Inc. and its subsidiaries, globally, and specifically in the United Kingdom, Australia, and Canada. This statement has been prepared to satisfy the reporting requirements set out in the following pieces of legislation, covering the structure, operations, supply chain and value chain of the relevant Salesforce businesses listed below, collectively referred to as "Salesforce" for the purposes of this statement. However, not all of our subsidiaries are subject to one or more of these Acts. This statement is provided only by the entities specifically covered by the respective Act, as listed below:

- UK Modern Slavery Act 2015, in respect of:
 - Diaku Limited (06575932)
 - Informatica Development Limited (05695640)
 - Informatica Software Limited (03352679)
 - Privitar Limited (9305666)
 - Salesforce UK Limited (05094083);
 - SFDC EMEA Data Centre Limited (08507618);
 - Zoomin Software UK Limited (13274539);
 - OwnCompany UK Limited (11121433);
- Australian Modern Slavery Act 2018 (Cth), in respect of:
 - SFDC Australia Pty. Ltd (ABN 91 109 182 989);
 - Apromore Holding Pty Ltd (635 916 166);
 - Apromore Pty Ltd (635 938 760);
 - Informatica Australia Pty. Ltd. (114 300 686);
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9), in respect of:



- Salesforce.com Canada Corporation (4425251).

This statement covers the period from February 1, 2025 to January 31, 2026.

As used in this statement, forced labour includes modern slavery, prison labour, indentured labour, bonded labour, human trafficking, or other similar conduct. For more information about Salesforce's commitments to sustainability and human rights, please see our annual [Stakeholder Impact Report](#).

All references to websites, reports or other documents in this statement are for information only. The content of such websites, reports or other documents (or any other information therein) is not incorporated by reference into this statement.

Our Business and Structure

Salesforce, Inc. is a global leader in customer relationship management ("CRM") technology, helping organizations of any size become agentic enterprises. Founded in 1999, we bring humans, agents, applications, and data together on a trusted, unified platform to unlock growth and innovation. Our artificial intelligence ("AI") powered Agentforce 360 Platform unites our offerings — spanning sales, service, marketing, commerce, collaboration, data management, integration, analytics, IT service, industry verticals and more — on a single, intelligent platform for trusted enterprise execution. We unify and harmonize across systems, applications and devices to create a complete view of customers. With this single source of customer truth powering agents, teams can be more responsive, productive and efficient and deliver AI-powered, personalized and automated experiences across every channel. With Agentforce, the agentic layer of the Agentforce 360 Platform, our customers can build and deploy always-on digital labour for employees and customers, leveraging autonomous AI agents across business functions that aim to increase productivity, lower costs and drive operational efficiencies. With Agentforce, AI is embedded in the flow of work — in the applications that our customers already use every day. Every Agentforce-embedded application now reasons, learns, and takes action alongside users. Our service offerings are designed to be flexible, scalable and easy to use. They can generally be configured easily, deployed rapidly and integrated with other platforms and enterprise applications. We sell to businesses worldwide, primarily on a subscription basis, through our direct sales efforts and also indirectly through partners. In addition, we enable third parties to use our platform and developer tools to create additional functionality and new applications that run on our platform, which are sold separately from, or in conjunction with, our service offerings.

Our operations span across different geographies, with a direct workforce composed largely of professionals in technology and customer success roles. Salesforce does not manufacture products, and its suppliers are primarily service providers, including data processing, hosting and related services, advertising, and conventions/trade shows. Our supply chains also include



the provision of office services and supplies, such as cleaning, furniture and fixtures, and IT equipment. Our suppliers are located all over the globe. We have comprehensive sourcing and procurement policies and processes in place, and we engage in long-term, strategic relationships with many of our suppliers.

Trust, transparency, respect, communication and ethical conduct are critical to all successful business endeavors. These values provide a strong foundation for Salesforce and its relationship with suppliers.

Our Commitment

Salesforce is committed to abiding by the laws and regulations that apply to us as we conduct business around the world, and to respecting human rights in line with the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

We are strongly opposed to all forms of forced labour and child labour, and are committed to maintaining and improving processes to prevent these abuses.

Governance

Oversight of human rights, including forced labour and child labour risks, is the responsibility of the Human Rights Steering Committee, supported by a Human Rights Subcommittee, composed of cross-functional senior leaders and subject matter experts. Both bodies meet regularly and are responsible for overseeing our human rights strategy, including risk assessments, mitigation measures and reporting.

Risk Assessment and Due Diligence

In FY26, the Human Rights Subcommittee performed a multi-pronged review to refresh our human rights risk profile. By analyzing both internal data and business shifts and external developments, our process was meant to capture any material updates to our risk landscape.

Supply Chain Risks

While Salesforce's overall exposure to forced labour and child labour risk in our supply chain is low, some direct suppliers operate in countries where heightened risks may exist. For FY26, when considering sector risks in conjunction with high-risk countries, no evidence of child labour or forced labour risk was identified. However, we recognize that suppliers operating in higher-risk geographies, such as India, Thailand, and South Africa, as well as those in sectors like construction, IT services, and catering, represent areas of elevated inherent risk for modern



slavery and have structured our due diligence processes to address these risks as described below. Salesforce also recognizes that some indirect suppliers might operate in countries where the risks of forced labour and child labour are higher.

Salesforce Operations

While risks of forced labour and child labour are low in our operations, Salesforce actively monitors workplace safety and operational mental health. Globally, we focus on identifying systemic workplace trends—including monitoring indicators of workforce burnout and mental health stressors inherent to high-performance cultures—through comprehensive employee feedback mechanisms. Additionally, in jurisdictions with specific occupational health and safety mandates regarding psychosocial hazards, we conduct targeted risk assessments and implement localized controls to ensure compliance and protect worker mental health.

Preventive and Remedial Measures

Human Rights Policy

Salesforce's [Human Rights Policy](#) outlines the company's approach to embedding respect for human rights throughout its business. The policy applies to all Salesforce employees, officers, directors, and extends to suppliers, contractors, and other business partners.

Global Supplier Code of Conduct Acknowledgement

Our [Supplier Code of Conduct](#) serves as a guide to ethical supplier behavior and prohibits all forms of forced labour or child labour, human trafficking, unsafe working conditions, and other abuses. The Supplier Code of Conduct applies to all third-party suppliers of products or services that are paid directly by Salesforce, including consulting firms, independent contractors, staffing agencies, temporary workers, and licensors, regardless of title, location, or function.

Suppliers are required to acknowledge receipt of the Supplier Code of Conduct and to provide a copy to all personnel assigned to perform services for Salesforce. We also expect suppliers to communicate the principles in the Supplier Code of Conduct to their own employees and subcontractors through training, policies, or other messaging.

Employee Code of Conduct

All Salesforce employees must comply with our [Code of Conduct](#), which includes expectations around respect for human rights and zero tolerance for forced labour and child labour. Annual training reinforces these values and equips employees to identify and respond to concerns.

Supplier Due Diligence



In FY26, Salesforce continued to strengthen its supplier monitoring processes, focusing on scaling our coverage and identifying higher inherent-risk vendors for deeper human rights due diligence.

Salesforce enhanced our supplier oversight by using the EcoVadis platform to monitor for forced labour and child labour risks. We implemented automated alerts for high- and medium-risk suppliers to ensure negative findings are immediately flagged for review. Furthermore, we conducted a targeted review of high-risk suppliers to identify any with low Labour and Human Rights scores. Because none were found, we did not conduct any further follow-up or corrective action.

We are also exploring new ways to embed human rights monitoring directly into our workflows by collaborating across our procurement and risk teams. This may include maintaining a list of high-risk countries, which may help us more effectively track supplier risks.

Employee Experience

Salesforce supports employees through a range of initiatives, including prioritizing employee well-being through our global mental health benefits, offering free counseling sessions, mental health training for managers and employees, flexible work policies, and initiatives to promote healthy work-life balance. We also regularly conduct employee surveys to assess workplace conditions, identify potential concerns, and ensure our practices align with our values.

Remediation

Should it become aware of any issues related to forced labour or child labour, the relevant Salesforce business will consult with the Legal Department to ensure that appropriate measures are taken, which may include reporting this information to authorities, increased auditing, and/or requirements to engage with other prevention and remediation measures. We expect our businesses to engage with suppliers to try to remediate potential issues that might be identified, but may where necessary also consider terminating the relationship with the supplier if they refuse to engage with appropriate remediation measures.

Grievance Mechanism

Salesforce maintains a secure, third-party operated grievance mechanism, [EthicsPoint Reporting Line](#), that is available 24/7 in over 27 languages and accessible globally and on the Internet. It allows for confidential and, where permissible, anonymous reporting of concerns, including forced labour or child labour violations. Reports are reviewed promptly and thoroughly investigated. Non-retaliation protections apply, where permitted by law.



In FY26, we evolved our existing EthicsPoint portal to meet higher global standards. We operationalized local channel reporting and overhauled the site's design, including fonts and colors, to align with Salesforce's Accessibility Guidelines.

Measuring Effectiveness

Salesforce evaluates the effectiveness of its forced labour and child labour risk mitigation efforts by:

- Engaging with subject matter experts;
- Convening the human rights subcommittee to review procedures;
- Tracking and resolving grievances;
- Conducting risk assessments;
- Updating policies and training; and
- Monitoring global developments in legislation and human rights norms.



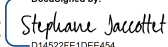
UK Modern Slavery Act

Salesforce UK Limited, SFDC EMEA Data Centre Limited, Zoomin Software UK Limited and OwnCompany UK Limited, Diaku Limited, Informatica Development Limited, Informatica Software Ltd. and Privitar Ltd, subsidiaries of Salesforce, are required to publish a statement pursuant to the UK Modern Slavery Act. This statement was approved by the board of directors of Salesforce UK Limited, SFDC EMEA Data Centre Limited, Zoomin Software UK Limited, OwnCompany UK Limited, Diaku Limited, Informatica Development Limited, Informatica Software Limited and Privitar Limited on May 22, 2026 and signed by the undersigned, directors of Salesforce UK Limited, SFDC EMEA Data Centre Limited, Zoomin Software UK Limited, OwnCompany UK Limited, Diaku Limited, Informatica Development Limited, Informatica Software Ltd. and Privitar Ltd. on May 22, 2026.

For and on behalf of Salesforce UK Limited

NAME: Stéphane Jean Claude Frédéric Jaccottet

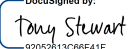
Title: Director

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For and on behalf of SFDC EMEA Data Centre Limited

NAME: Tony Stewart

Title: Director

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For and on behalf of Zoomin Software UK Limited

NAME: Rebecca Görke Costelloe

Title: Director

SIGNATURE: Signed by:  94F9B35B16BE4BE...

For and on behalf of OwnCompany UK Limited

NAME: Rebecca Görke Costelloe

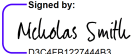
Title: Director

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For and on behalf of Diaku Limited

NAME: Nicholas Smith

Title: Director

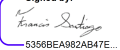
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For and on behalf of Informatica Development Limited

NAME: Francis Santiago

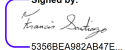
Title: Director

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For and on behalf of Informatica Software Limited

NAME: Francis Santiago

Title: Director

SIGNATURE:  Signed by:
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For and on behalf of Privitar Limited

NAME: Rebecca Görke Costelloe

Title: Director

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Australia Modern Slavery Act

SFDC Australia Pty. Ltd., Apromore Holding Pty Ltd., Apromore Pty. Ltd., and Informatica Australia Pty. Ltd. - being fully owned by SFDC Australia Pty. Ltd. - (collectively, "Salesforce Australia"), all being subsidiaries of Salesforce, Inc., are required to submit a statement pursuant to the Australia Modern Slavery Act. All entities have been consulted in connection with the drafting of this statement by being made aware of the preparation of the statement and having the opportunity to participate in the preparation of the statement as required. Salesforce Australia has its headquarters in Sydney and distributes, sells and markets Salesforce products and services. Salesforce Australia employed approximately 2,576 employees as of January 31, 2026. Informatica Australia Pty. Ltd. was integrated into Salesforce Australia on March 1, 2026 with 76 additional employees. Salesforce Australia does not engage in manufacturing and its supply chains are largely the same as for Salesforce, Inc. as a whole and principally managed as part of Salesforce's global operations and procurement processes. Accordingly, the policies and procedures described earlier in this statement apply on a global basis unless otherwise indicated, including to Salesforce Australia. We do not believe there are modern slavery risks unique to Salesforce Australia. This statement was approved by the Board of Directors of SFDC Australia, Apromore Holding Pty Ltd., Apromore Pty. Ltd. and Informatica Australia Pty. Ltd. on May 22, 2026 and the undersigned, who is a member of both SFDC Australia, Apromore Holding Pty Ltd. and Apromore Pty. Ltd. , has been authorized to sign this statement on behalf of SFDC Australia, Apromore Holding Pty Ltd., Apromore Pty. Ltd. and Informatica Australia Pty. Ltd. For and on behalf of Salesforce Australia Pty Ltd., Apromore Holding Pty Ltd., Apromore Pty. Ltd and Informatica Australia. Pty. Ltd.

NAME: Benson Wong

Title: Director

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Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Salesforce.com Canada Corporation ("Salesforce Canada"), a subsidiary of Salesforce Inc., is required to submit a report pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. Salesforce Canada distributes and sells Salesforce products and services in Canada. Salesforce Canada had approximately 3,332 employees as of January 31, 2026. Salesforce.com Canada's supply chains and own operations are largely the same as for Salesforce Inc., as a whole and principally managed as part of Salesforce Inc.'s global operations and procurement.

The policies and procedures described earlier in this statement apply on a global basis unless otherwise indicated, including to Salesforce Canada. We do not believe there are forced labour or child labour risks unique to Salesforce Canada.

This report was approved by the Board of Directors of Salesforce Canada on May 22, 2026 in accordance with subparagraph 11(4)(b)(ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity 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 purposes of the Act, for the reporting year listed above.

For and on behalf of Salesforce Canada

NAME: Chantal Adam

Title: Director

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Chantal Adam
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NAME: Shibani Ahuja

Title: Director

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