



## GLOBAL SLAVERY AND HUMAN TRAFFICKING STATEMENT

Veeva Systems Inc., along with our subsidiaries (collectively, “Veeva”) is a leading provider of industry cloud solutions for the global life sciences industry. We respect human rights and provide fair working conditions. We prohibit and have a zero-tolerance approach to any form of forced, compulsory, or child labor or human trafficking. We are committed to acting ethically and with integrity in all our business relationships around the world and maintain the following policies and practices. We expect our employees, Board members, contractors, consultants, suppliers, and agents to avoid any practice that constitutes modern slavery in connection with their work for Veeva. The following is a statement on the steps that Veeva has taken in support of the UK Modern Slavery Act 2015 and the Commonwealth Modern Slavery Act 2018 (“Australian Modern Slavery Act”).

**Code of Conduct.** Veeva’s global Code of Conduct, approved by our Board of Directors, sets forth our commitment to upholding human rights. Employees are trained upon hire and then annually on our Code of Conduct, and we hold them to the principles set forth therein. We also expect our contractors, consultants, suppliers, and agents to abide by our Code of Conduct in connection with their work for Veeva.

**Whistleblower Policy.** We have a Whistleblower Policy and operate a whistleblower hotline to maintain an atmosphere of open communication and trust between employees and management and provide a mechanism where employees can raise concerns anonymously. We prohibit any form of harassment, discrimination, or retaliation against whistleblowers.

**Supply chain and third parties.** We operate as a software-as-a-service, or cloud-based software, business. We consider our business and supply chains to be low risk for involvement in modern slavery and human trafficking. We do not have intricate supply chains, multiple contractor or subcontractor levels, or partnerships with businesses based in impoverished regions of the world where labor laws are nonexistent or unenforced. Suppliers and business partners are subject to various forms of vetting, including the verification of information provided to Veeva.

To ensure members of our supply chain and contractors comply with our values, including our zero-tolerance approach to human trafficking, we enter into appropriate agreements with all our suppliers and partners. As part of this, we expect all our suppliers and partners to comply with all applicable laws (including the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018) and our Code of Conduct.

**Acquired businesses.** We will perform due diligence on any organizations we may acquire to identify any practices that may constitute modern slavery.

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and Section 14 of the Australian Modern Slavery Act 2018 and constitutes the Veeva modern slavery and human trafficking statement for the fiscal year ending January 31, 2021.

*Peter Gassner*

Peter Gassner (Feb 4, 2021 18:01 PST)

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Peter Gassner  
Chief Executive Officer and Board Member