



UK MODERN SLAVERY ACT STATEMENT

MARCH 2017



UK Modern Slavery Act Statement

The United Kingdom Modern Slavery Act of 2015 requires businesses to publish an annual statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain.

Salesforce is a leading provider of enterprise cloud computing solutions, with a focus on customer relationship management, or CRM. Our Customer Success Platform delivers eight groundbreaking cloud services – Sales Cloud, Service Cloud, Marketing Cloud, Community Cloud, Analytics Cloud, App Cloud, IoT Cloud and Commerce Cloud – that empower companies to connect with their customers in a whole new way. Salesforce is publicly traded on the New York Stock Exchange (NYSE: CRM), and our headquarters are in San Francisco, California. We are proud to serve more than 150,000 customers, representing all segments from small businesses to global corporations.

Our suppliers are a critical part of the Salesforce community. We work with suppliers who share our core values of transparency, trust, respect, communication and ethical business practices.

Salesforce is also committed to not only abide by the laws and regulations that apply to us as we conduct business around the world, but to be a leader in the areas of compliance and ethics as we've outlined in our most recent [Stakeholder Impact Report](#).

The [Employee Code of Conduct](#) outlines how Salesforce and its subsidiaries conduct business and describes the company's most fundamental shared values. It provides Salesforce employees guidance on how to follow company policies, applicable laws, rules and regulations, as it is vital that all employees act with integrity and in accordance with local laws.

We partner with our suppliers and set clear expectations outlined in our [Salesforce Global Supplier Code of Conduct](#) ("Supplier Code"), which is acknowledged by our suppliers as part of our supplier on-boarding process. We expect our suppliers to establish policies and procedures to ensure compliance with the Supplier Code and all applicable laws and regulations. Should we become aware of any policy violations or issues related to slavery and human trafficking, we will consult with our Legal Department regarding any further action.

Salesforce conducts the following actions to help prevent forced labour, slavery and human trafficking:

1. Global Supplier Code of Conduct Acknowledgement
 - a. Our Supplier Code serves as a guide to ethical supplier conduct. The Supplier Code applies to all third party suppliers of products or services that are paid directly by Salesforce, including consulting firms, independent contractors, staffing agencies, agency temps, and licensors, regardless of their title or the product or service they provide ("Suppliers"). Suppliers must acknowledge receipt of the Supplier Code, and agree to provide a copy of it to all supplier personnel assigned to perform services to Salesforce.
2. Supplier Agreements
 - a. All suppliers are subject to legal terms and conditions with Salesforce.
3. Supplier Risk Assessments
 - a. Assessments of potential suppliers are completed as part of our supplier on boarding process.
 - b. Salesforce reviews the performance of suppliers based on their relative risk to the company, based on the assessment of cross-functional stakeholders, including the Legal Department. Suppliers deemed highest risk are audited or reviewed on a periodic basis. We work closely with suppliers to develop corrective action plans and carry out all audit findings.

- c. We perform continuous monitoring of suppliers for changes in policies, environments, contracts and processes.

4. Training

- a. Salesforce conducts Employee Code of Conduct training and certification annually for all Salesforce employees.
- b. We expect our suppliers to communicate the principles in the Supplier Code to their employees and third party partners through training, policy and other messaging.

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