



Salesforce FY25 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 labor. It encompasses Salesforce, Inc. and its subsidiaries, globally, and specifically in the UK, 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:
 - Salesforce UK Limited (05094083);
 - SFDC EMEA Data Centre Limited (08507618);
 - PredictSpring UK Limited (10267949)
 - Zoomin Software UK Limited (13274539); and
 - OwnCompany UK Limited (11121433);
- Australian Modern Slavery Act 2018 (Cth), in respect of:
 - SFDC Australia Pty. Ltd (ABN 91 109 182 989);
 - OwnCompany Pty. Ltd (ABN 72 631 298 710); and
- 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, 2024 to January 31, 2025.

As used in this statement, forced labour includes modern slavery, prison labor, indentured labor, bonded labor, 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, enabling companies of every size and industry to connect with their customers through the power of data, artificial intelligence (“AI”), CRM and trust. Founded in 1999, we bring humans together with AI agents to drive customer success on one deeply unified platform. Our AI-powered Salesforce Platform unites our offerings — spanning sales, service, marketing, commerce, collaboration, integration, AI, analytics, automation, industries and more — by connecting customer data across systems, applications and devices to create a complete view of customers. With this single source of customer truth, teams can be more responsive, productive and efficient and deliver intelligent, personalized and automated experiences across every channel. With Agentforce, the agentic layer of the Salesforce Platform, our customers can build and augment their teams with an always-on digital labor force, deploying autonomous AI agents across business functions that aim to increase productivity, lower costs and drive operational efficiencies. 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.

Transparency, trust, 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 and promoting 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. This body meets regularly and is responsible for overseeing our human rights strategy, including risk assessments, mitigation measures and reporting.

Risk Assessment and Due Diligence

Supply Chain

In FY25, Salesforce conducted a high-level risk assessment of key direct suppliers, focusing on abstract geographic and sector-based risks. While Salesforce's overall exposure to forced labour and child labour risk is low, some direct suppliers operate in countries where heightened risks may exist. When considering sector risks in conjunction with high-risk countries, no evidence of child labour or forced labour risk was identified.

The following areas were flagged for continued monitoring and proactive management:

- **Suppliers in higher-risk geographies** (like India, Thailand and South Africa) or **higher-risk sectors** when contracting services (like construction, IT services and catering),



- **Vendor onboarding and screening practices**, in particular further development of deep-dive individual supplier due diligence for potentially high risk suppliers.

Salesforce also recognizes that, even where direct suppliers operate in countries where forced labour and child labour risks are relatively low, some indirect suppliers might operate in countries where the risks of forced labour and child labour are higher.

Going forward, Salesforce is in the process of reviewing its supplier onboarding and enhancing its monitoring processes of higher-risk vendors to include deeper human rights due diligence.

Salesforce Operations

Salesforce conducts regular internal employee surveys to monitor workplace conditions and employee well-being. While risks are low, particular attention is paid to:

- Mental health stressors in high-performance cultures
- Fair working conditions and non-discrimination

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 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 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 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.

Employee Experience

Salesforce supports employees through a range of initiatives, including:

- **Comprehensive mental health and wellness programs:** Salesforce prioritizes employee well-being through our global mental health benefits, offering free counseling sessions, mental health training for managers and employees. We regularly conduct employee surveys to assess workplace conditions, identify potential concerns, and ensure our practices align with our values.
- **Employee Resource Groups and employee surveys to monitor conditions:** Salesforce supports a culture of inclusion through Employee Resource Groups (ERGs), which provide community, advocacy, and support for all employees. These groups are employee-led, open to all, and focus on supporting our business through engagement, innovation, retention, and cultivating leadership skills. We also conduct anonymous annual surveys to help monitor working conditions, identify potential human rights concerns, and guide our wellbeing and inclusion strategies.

Remediation

Should it become aware of any issues related to forced labour and 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.

Future Preventative and Remedial Measures

In the upcoming fiscal year, Salesforce will:

- Roll out enhanced **supplier due diligence** processes
- Engage with **high-risk suppliers** to assess risks



- Continue evolving our due diligence practices in line with international standards and the expectations of the United Kingdom, Australian, and Canadian legal framework.
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Grievance Mechanism

Salesforce maintains a secure, third-party operated grievance mechanism—**EthicsPoint Reporting Line**—that is available 24/7 and accessible globally. 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.

Measuring Effectiveness

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

- Tracking and resolving grievances
 - Conducting risk assessments
 - Updating policies and training
 - Monitoring global developments in legislation and human rights norms.
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UK Modern Slavery Act

Salesforce UK Limited, SFDC EMEA Data Centre Limited, PredictSpring UK Limited, Zoomin Software UK Limited and OwnCompany UK Limited, 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, PredictSpring UK Limited, Zoomin Software UK Limited and OwnCompany UK Limited on May 26, 2025 and signed by the undersigned, directors of Salesforce UK Limited, SFDC EMEA Data Centre Limited, PredictSpring UK Limited, Zoomin Software UK Limited and OwnCompany UK Limited, on May 28, 2025.

For and on behalf of Salesforce UK Limited

NAME: Lesa McDonagh

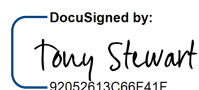
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For and on behalf of SFDC EMEA Data Centre Limited

NAME: Tony Stewart

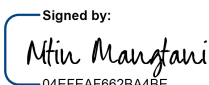
Title: Director

SIGNATURE:  DocuSigned by:
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For and on behalf of PredictSpring UK Limited

NAME: Nitin Mangtani

Title: Director

SIGNATURE:  Signed by:
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For and on behalf of Zoomin Software UK Limited

NAME: Lesa McDonagh

Title: Director

SIGNATURE:  DocuSigned by:
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For and on behalf of OwnCompany UK Limited

NAME: Lesa McDonagh

Title: Director

SIGNATURE:  DocuSigned by:
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Australia Modern Slavery Act

SFDC Australia Pty. Ltd., and OwnCompany Pty. - being fully owned by SFDC Australia Pty. Ltd. - (collectively, "Salesforce Australia"), both being subsidiaries of Salesforce, Inc., are required to submit a statement pursuant to the Australia Modern Slavery Act. Both 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 2,000 employees as of January 31, 2025. 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 and OwnCompany Pty. Ltd on May 23, 2025 and the undersigned, who is a member of both SFDC Australia and OwnCompany Pty. Ltd, has been authorized to sign this statement on behalf of SFDC Australia and OwnCompany Pty. Ltd.

For and on behalf of Salesforce Australia Pty Ltd. and OwnCompany Pty Ltd.

NAME: Benson Wong

Title: Director

SIGNATURE:

DocuSigned by:

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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 3108 employees as of January 31, 2025. 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, 2025 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: Stephen Lee

Title: Director

SIGNATURE:

DocuSigned by:
Stephen Lee
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Certificate Of Completion

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Signer Events

Benson Wong
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 Director
 Salesforce.com Singapore Pte Ltd
 Security Level: Email, Account Authentication
 (None)

Signature

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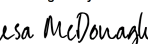
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Electronic Record and Signature Disclosure:

Not Offered via Docusign

Lesa McDonagh
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 Vice President Finance EMEA
 Security Level: Email, Account Authentication
 (None)

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Electronic Record and Signature Disclosure:

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Nitin Mangtani
 nmangtani@salesforce.com
 Security Level: Email, Account Authentication
 (None)

Signed by:

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Signature Adoption: Pre-selected Style
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Electronic Record and Signature Disclosure:

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Stephen Lee
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 Senior Corporate Counsel
 Security Level: Email, Account Authentication
 (None)

DocuSigned by:

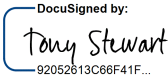
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Electronic Record and Signature Disclosure:

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Signer Events	Signature	Timestamp
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Electronic Record and Signature Disclosure:
Not Offered via DocuSign

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Intermediary Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Electronic Record and Signature Disclosure:
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