



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

UNITED KINGDOM

Introduction. This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Veeva Systems U.K. Limited and Veeva U.K. Holdings Limited for the fiscal year ended January 31, 2024.

About Veeva. Each of Veeva Systems U.K. Limited and Veeva U.K. Holdings Limited is a wholly owned subsidiary of Veeva Systems Inc., which, along with its global subsidiaries (collectively, “Veeva”), is a leading provider of industry cloud solutions for the global life sciences industry. Veeva’s offerings span cloud software, data, analytics, professional services, and business consulting.

At Veeva, we are guided by our core value to “Do the Right Thing”. 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.

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 [Supplier Code of Conduct](#) in connection with their work for Veeva.

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. Moreover, 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 our Supplier Code of Conduct.

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. In addition, the whistleblower hotline may also be used by a supplier to make an anonymous report on any suspected or actual violation of Veeva’s policies or the law by anyone acting on behalf of Veeva or a supplier. We prohibit any form of harassment, discrimination, or retaliation against whistleblowers.



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

This statement has been approved by the directors of Veeva Systems U.K. Limited and Veeva U.K. Holdings Limited.

Veeva Systems U.K. Limited

Veeva U.K. Holdings Limited

Josh Faddis
Director
June 14, 2024

Josh Faddis
Director
June 14, 2024

[Kris Diamond \(Jun 14, 2024 09:06 PDT\)](#)

Kristine Diamond
Director
June 14, 2024

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Kim Wedderburn
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Director
June 14, 2024

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Liang Dong
Director
June 14, 2024