



Modern Slavery, Child Labor, and Human Trafficking Statement

January 3, 2024

Veracode, Inc. (“Veracode”) is a leading AppSec partner for creating secure software, reducing the risk of security breach, and increasing security and development teams’ productivity. Companies using Veracode can move their business, and the world, forward by leveraging our combination of process automation, integrations, speed, and responsiveness, Veracode helps companies get accurate and reliable results to focus their efforts on fixing, not just finding, potential vulnerabilities.

The nature of the products and services Veracode provides, and the policies under which it operates, mean that Veracode operates at ‘low risk’ of slavery, unlawful child labor, or human trafficking within its business. This is because Veracode’s core areas of business is the development, sale, and support of cloud-based application security testing solutions, which do not rely on low-wage labor or target vulnerable populations of children or migrants. Veracode does not engage in any manufacturing activities.

Veracode is committed to preventing acts of modern slavery, child labor, and human trafficking in its organization and within its supply chain. Veracode intends to risk assess all new suppliers and inform them of Veracode’s expectations in relation to the prohibition of modern slavery and child labor. Furthermore, Veracode understands the need to provide training to relevant employees to ensure a high level of understanding of the risks of modern slavery, child labor, and human trafficking.

Headquartered in Burlington, Massachusetts, United States of America, Veracode has subsidiaries and offices around the world. The majority of Veracode’s workforce reside in and are employed by Veracode in the USA, with smaller teams in the United Kingdom, the Czech Republic, Singapore, and other countries within continental Europe and around the world. Veracode’s employees have a shared responsibility to conduct business with the highest ethical standards, and our Code of Business Conduct and Ethics reflect Veracode’s commitment to acting ethically and with integrity in all of its business relationships.

The Veracode Code of Business Conduct and Ethics serves as a framework to help our employees recognize issues, understand how to deal with them and provides avenues of communication should an employee suspect wrongdoing. Veracode is committed to:

- acting in accordance with the highest ethical standards in all of its business dealings and in compliance with the laws and regulations that govern the conduct of its business;
- ensuring that there is no modern slavery, child labor or human trafficking in its supply chains or its business;



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- establishing and enforcing corporate policies such as Veracode’s anti-bribery, anti-corruption and gift and entertainment policies to help further guide our employees; and
- providing all employees with appropriate training as it relates to the requirements of the laws and regulations relevant to their functional areas and specific job.

Further Veracode’s policies for recruitment, advancement and retention of employees forbid discrimination on the basis of any criteria prohibited by law, including but not limited to race, sex and age. Our policies are designed to ensure that **employees are treated, and treat each other, fairly and with respect and dignity**. Veracode respects our employees’ rights to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or illegal interference. In keeping with this objective, conduct involving discrimination or harassment of others is not tolerated. Veracode is committed to providing a safe and clean work environment. All employees are required to comply with Veracode’s policy on **equal opportunity, non-discrimination and fair employment**, copies of which are distributed to all staff and are available from the Human Resources department and on Veracode’s intranet.

This Modern Slavery, Child Labor, and Human Trafficking Statement (the “Statement”) is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been reviewed and approved by Veracode’s Chief Executive Officer. Veracode provides an updated Statement on its ongoing efforts on an annual basis. For further information about Veracode’s commitment against anti-slavery and human trafficking, please contact legal@veracode.com.

In signing this Statement, Veracode affirms its commitment to protecting and defending human rights in all aspects of its global business practices.

Sanskriti King
Chief Executive Officer
Veracode

