



Modern Slavery & Human Trafficking – A Statement

7 May 2019

Veracode is a leading provider of enterprise-class application security, seamlessly integrating agile security solutions for organizations around the globe. In addition to application security services and secure DevOps services, Veracode offers full security assessments to help ensure its customers websites and applications are secure and support full enterprise data protection. Application protection services from Veracode include white box testing and mobile application security testing, with customized solutions, which identify vulnerabilities at all points along the development life cycle.

Headquartered in Burlington, Massachusetts, United States of America, Veracode, Inc. has subsidiaries and offices around the world. The majority of Veracode's workforce reside in and are employed by Veracode entities in the USA, with smaller teams in the United Kingdom, Singapore, and other countries within continental Europe. 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 or human trafficking in its supply chains or its business;
- establishing and enforcing corporate policies such as our 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 laws and regulations relevant to their functional area 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**. In keeping with this objective, conduct involving discrimination or harassment of others is not tolerated. All employees are required to comply with the Company'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 the Company's intranet.

Sam King
Chief Executive Officer
Veracode