



# Zuora's Human Rights Statement

## Purpose

This statement outlines Zuora's global commitment to protecting and preserving fundamental human rights of those with whom we interact. To that effect, Zuora provides its Code of Conduct to all employees and regularly provides training to employees on topics covered within the Code of Conduct. Respect for and protection of human rights is at the core of Zuora's relationship with our employees, contractors, customers, business partners, and the communities in which we operate.

## Discrimination, Harassment and Retaliation

We believe every employee, contractor, job applicant and intern has the right to be treated fairly and with respect. To this end, we strive to create a work environment free of discrimination, harassment and retaliation. We prohibit discrimination based on race, color, religion, national origin, ancestry, disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, age, military or veteran status or any other protected status under applicable national federal, state, or local laws.

We also believe everyone has the right to work without fear or intimidation. Zuora encourages and expects our employees and contractors to report any abusive conduct or harassment that they may have seen or otherwise know about. We have a strict policy against retaliation for reporting any such behavior. Reports may be made to an employee's direct manager or business partner or confidentially and anonymously via a third-party ethics hotline, the link to which is readily and easily available to all employees via Zuora's Intranet, as well as provided during annual compliance training.

## Labor Practices

Zuora will not use forced labor, child labor, prison, military, compulsory or indentured labor, including debt servitude or human trafficking with respect to any of its operations. We have adopted a [Statement for the Prevention of Modern Slavery](#) and also require that our suppliers comply with our [Supplier Code of Conduct](#), which states that the supplier will not use child, forced or involuntary labor, of any kind.

## Privacy Mission Statement

We are committed to protecting information shared with us by our customers, suppliers, business partners and associates. We strive to achieve this goal through maintaining transparent data collection practices, minimizing the data we collect, and designing our privacy program to comply with industry-recognized requirements and applicable laws. You can find additional information about our privacy program and practices in our [Privacy Statement](#).