2024 Statement Against Modern Slavery

EnterpriseDB Corporation and its subsidiaries ("EnterpriseDB") are committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible and ethical operations. This statement describes the actions taken by EnterpriseDB to prevent modern slavery and human trafficking in our business and supply chain during the 2024 fiscal year (January 1 to December 31, 2024). EnterpriseDB is issuing this statement pursuant to applicable laws concerning modern slavery, including but not limited to, the UK Modern Slavery Act.

Our Business

EnterpriseDB delivers the first intelligent data platform for transactional, analytical, and new AI workloads powered by an enhanced Postgres engine. It can be deployed as self-managed software in the cloud or on-premises, a managed cloud service, or as a hardware-integrated solution. Over 1,600 customers worldwide have chosen EnterpriseDB software, services, and support. We're proud to serve some of the world's leading financial services, government, media & communications, and information technology organizations. With offices worldwide, we're able to deploy our global expertise locally and support our customers more efficiently. To learn more, visit www.enterprisedb.com.

Our Values

EnterpriseDB is committed to respecting the human rights and dignity of all persons, and we support international efforts to promote and protect human rights, particularly with respect to slavery, servitude, child labor, human trafficking or forced labor. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We do not tolerate any abuse of human rights in our operations nor in our supply chain.

Our Workforce and Business Operations

EnterpriseDB's Code of Business Conduct and Ethics sets the standards for how we conduct business. The Code of Conduct serves as a foundation for our Company policies, procedures, and guidelines, ensuring a commitment to applicable laws and regulations, including those relating to child labor, modern slavery, wages, hours, and working conditions. The Code of Conduct is updated and distributed annually to all employees and contractors, who must confirm their understanding of applicable company policies.

EnterpriseDB also has robust recruitment and employment processes and policies in place. We conduct "right to work" checks to determine eligibility to work in the country of employment for employees to safeguard against human trafficking or individuals being forced to work against their will. We provide employment contracts, and all employees are subject to a background check.

We also publish a Sustainability Report that provides annual updates on key initiatives in the areas of sustainability, including corporate governance and ethics, employee engagement, diversity and inclusion, cybersecurity, and environmental impact.

Our Suppliers

We expect our suppliers and their supply chains to comply fully with all applicable laws and regulations in the conduct of their business. We require suppliers to follow lawful and ethical business practices and act

in a manner that is consistent with our [Supplier Code of Conduct](#), which is an extension of EnterpriseDB's own Code of Conduct.

We have also established due diligence and other policies and procedures to identify and mitigate the risks of modern slavery in the supply chains for our products. For example, our risk-based supplier due diligence program screens for, among others, certain labor violations. EnterpriseDB's current standard supplier clauses also include provisions that require suppliers to comply with applicable laws, rules, regulations, and ethical standards, including those protecting human rights and prohibiting child labor. In addition, our standard purchase agreements require suppliers to conduct training on applicable laws.

Reporting

EnterpriseDB employees play a key role in mitigating the risk of modern slavery in our business and supply chain. We promote a "speak up" culture where employees and suppliers are encouraged to report to Legal or Human Resources any good-faith suspicion of unethical or unlawful behavior in our supply chains, including slavery or human rights issues, without fear of retaliation. Reported incidents are investigated and documented to improve internal policies and processes.

Training, Assessments, and Ongoing Improvement

EnterpriseDB provides mandatory internal training for all employees upon hire and annually thereafter. Our training is intended to ensure that all our employees observe and understand our Code of Conduct, the underlying policies, law and regulations and their applicability to our business.

We assess the effectiveness of the actions being taken to identify and address modern slavery risks through the findings of our supplier due diligence program and the number and type of complaints received through our reporting mechanism.

EnterpriseDB will continue to develop the measures mentioned above with respect to our supply chain and our approach to modern slavery and human trafficking risk will continue to evolve. This Statement will be reviewed and published annually.

Approval For This Statement

This statement was reviewed and approved by the Board of Directors for EnterpriseDB UK Limited

Rob Feldman
Rob Feldman (Apr 10, 2025 14:30 EDT)

Rob Feldman
Chief Legal Officer, in his capacity as Director of EnterpriseDB UK Limited and
Director of EnterpriseDB Corporation
Date: 2025-04-10

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