



2025 Statement Against Modern Slavery

EnterpriseDB Corporation and its subsidiaries (“EDB”) 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 EDB to prevent modern slavery and human trafficking in our business and supply chain during the 2025 fiscal year (January 1 to December 31, 2025). EDB is issuing this statement pursuant to applicable laws concerning modern slavery, including but not limited to, the UK Modern Slavery Act.

Our Business

EDB Postgres® AI (EDB PG AI) is the first open, enterprise-grade sovereign data and AI platform—secure, compliant, and scalable, on-premises and across clouds. Built on Postgres, the world’s leading database, EDB PG AI unifies transactional, analytical, and AI workloads, enabling organizations to operationalize their data and LLMs while maintaining control over sovereign environments. EDB PG AI is supported by a global partner network and delivers up to 99.999% availability as well as hybrid management and a built-in AI factory. As one of the most active contributors to the PostgreSQL project, EDB is deeply invested in the vitality of the global community. To learn more, visit www.enterprisedb.com.

Our Values

EDB 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 maintaining effective systems and controls designed to safeguard against any form of modern slavery within our business or supply chain. We do not tolerate any abuse of human rights in our operations or in our supply chain.

Our Workforce and Business Operations

EDB’s Code of Business Conduct and Ethics sets the standards for how we conduct business and serves as the foundation for 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 reviewed regularly and updated and distributed annually to all employees and contractors, who must confirm their understanding of applicable company policies.

EDB maintains robust recruitment and employment processes and policies. 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.

EnterpriseDB also maintains internal escalation procedures to ensure that potential labor or human rights risks identified within business operations are promptly reviewed and addressed by appropriate internal stakeholders, including Legal and Human Resources.

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.

EDB has established due diligence and other policies and procedures to identify and mitigate the risks of modern slavery in the supply chains for our products. Our risk-based supplier due diligence program screens for, among others, certain labor and human rights risks, including indicators related to forced labor and child labor. EnterpriseDB's current standard supplier clauses require compliance 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. Where potential risks or concerns are identified, EDB works with suppliers to address those concerns and reserves the right to take appropriate action, up to and including disengagement, if necessary.

During 2025, EDB continued to strengthen and mature its supplier due diligence and compliance processes. Building on existing controls, we enhanced our supplier screening and onboarding workflows through the adoption of additional technology-enabled tools, improving the consistency and robustness of the compliance review process. We also implemented a more structured, risk-based enhanced due diligence process for certain suppliers and partners, further supporting the identification and management of potential labor and human rights risks.

Reporting

EDB 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 concerns are investigated and documented in accordance with internal policies, with appropriate actions taken where necessary.

Training, Assessments, and Ongoing Improvement

EDB 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.

EDB is committed to continuous improvement and will continue to review and enhance its approach to managing modern slavery and human trafficking risks as its business, supply chain and regulatory expectations 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.

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Robert Feldman
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Rob Feldman
Chief Legal Officer, in his capacity as Director of EnterpriseDB UK Limited and
Director of EnterpriseDB Corporation
Date: 3/19/2026

