



EDDBTM
POWER TO POSTGRES

SUPPLIER CODE OF CONDUCT

Updated November 2022

OUR CORE BELIEFS

Everything we do is based upon our Core Beliefs:

1. Differentiate us from other companies

2. Drive our success

3. Drive our decision-making process

4. Dictate how we should behave
(collectively and individually)

 Uphold unquestionable **INTEGRITY**

 Promote and protect **EQUALITY**

 **TRUST** and **RESPECT** each other

 Embrace **COMMITMENT**
to our mission

 Pursue objectives **RELENTLESSLY**

 **LEAD** the way

 Prioritize **TEAMWORK**

A MESSAGE FROM ED BOYAJIAN TO OUR SUPPLIERS

As we continue to grow as an organization, one thing that will never change is our commitment to operating with the highest ethical standards. We have clear vision, mission and strategies supported by a set of Core Beliefs which capture who we are and what we stand for as an organization.

We are fortunate to have a network of outstanding suppliers and business partners, many of whom we have worked with for years. As a resource for our suppliers, we have created this Supplier Code of Conduct. It provides guidance on our ethics and compliance standards and aligns with the EnterpriseDB Code of Business Conduct and Ethics which applies to our employees.

The quality of our employees and business partners, and our commitment to our Core Beliefs is integral to how we do business. Working together we will not only accomplish our goals, we will be proud of how we achieve success.

Thank you for your continued hard work and commitment.



Ed Boyajian
Chief Executive Officer

**“We have clear
vision, mission
and strategies”**

Ed Boyajian





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OUR EXPECTATIONS FOR SUPPLIERS

EnterpriseDB (the “Company”) expects its suppliers and other third parties acting on its behalf to conduct all business activities within the guidelines of this Supplier Code of Conduct (“Code”) at all times. This requirement is in addition to supplier obligations contained in purchase orders or other agreements with EnterpriseDB. Our expectations for suppliers are not limited to the following, and any of the items below may be subject to further review and evaluation.

Who Must Follow This Code

EnterpriseDB requires its business partners, including contractors, suppliers, resellers, consultants, agents and any other third parties that act on behalf of the Company (collectively, “suppliers”) to meet the same high level of integrity that the Company demands of itself. They are required to read, understand and follow this Supplier Code of Conduct.

How We Do Business

Our goal is to procure quality products and services in the most cost-effective manner on a timely basis, consistent with Company objectives while maintaining the highest ethical standards. Following is an outline of how we work to achieve this as well as critical standards to follow throughout the procurement process.

Quality

Suppliers must ensure their products meet our quality standards and are expected to have processes in place that meet contract requirements. Processes and controls must be in place that enable suppliers to identify defects and implement corrective actions. EnterpriseDB has an expectation of continuous improvement for all suppliers. All suppliers may be subject to audit by EnterpriseDB personnel to ensure quality expectations are met.

Sourcing

EnterpriseDB seeks quotes/proposals from qualified suppliers to maintain competitiveness. The Company reserves the right to determine at its sole discretion which supplier’s goods and services will be purchased. A competitive bidding and selection process ensures high-quality products and services at the lowest total cost. EnterpriseDB encourages competition while building long-term supplier relationships.

INTEGRITY AND COMPLIANCE STANDARDS

We take great pride in our reputation for complying with the laws in all countries in which we conduct business, and in acting in an ethical manner. As a resource for our suppliers, this Supplier Code of Conduct identifies our expectations in the following areas:

Anti-bribery and Anti-corruption

Bribery and corruption in all their forms are completely contrary to our Core Beliefs. We are committed to conducting business free from corruption, coercion and bribery. Suppliers must not offer, give or authorize any bribe, kickback, gift, loan, fee, reward or other advantage to any government official, any EnterpriseDB employee or any other person to obtain any business advantage or to improperly influence an action or decision. Suppliers shall conduct their business operations in accordance with the Foreign Corrupt Practices Act (FCPA), UK Bribery Act, and any other applicable laws.

Accurate Recordkeeping and Disclosures

Suppliers are expected to record and maintain information regarding business activities, labor, health, safety and environmental practices as required by law. These records must be accurate, honest and disclosed, without falsification

Fair Competition

Suppliers must comply with all applicable antitrust competition laws at all times. Generally, it is unlawful for suppliers to form agreements or understandings with their competitors that fix prices or terms and conditions of sale, restrict capacity or production output, or allocate or divide up customers or geographic regions. Severe penalties for the company and the employees involved, including criminal penalties and prison sentences may result. Antitrust laws are complex and compliance requirements can vary depending on the circumstances. Supplier employees should contact their Legal Department with questions or concerns.



INTEGRITY AND COMPLIANCE STANDARDS

Conflicts of Interest, Gifts and Entertainment

Suppliers are expected to avoid any situation or relationship that may involve an inappropriate conflict or the appearance of a conflict with the interests of EnterpriseDB. Suppliers must not offer or provide excessive gifts, hospitality or entertainment to any EnterpriseDB employee or family member of an employee.

Intellectual Property and Confidential Information

Suppliers are expected to record and maintain information EnterpriseDB's confidential information is an important asset. This information is the property of EnterpriseDB and may be protected by patent, trademark, copyright and trade secrets laws. All confidential information and intellectual property are to be used only for business purposes.

Suppliers are expected to safeguard EnterpriseDB's information and make sure it is not disclosed to any unauthorized third party. Suppliers must notify EnterpriseDB of any unauthorized disclosure or inappropriate use of its confidential information.

Discrimination and Harassment

EnterpriseDB is committed to the principle of equal employment opportunity and diversity, providing a workplace representative of all sections of society. Suppliers are expected to comply with all applicable laws, regulations and policies relating to equal employment opportunity and non-discrimination, and to provide an inclusive, healthy, bias-free work environment to their employees.

We do not tolerate harassment of any kind. Although definitions of harassment may differ from country to country, "harassment" at EnterpriseDB includes any unwelcome conduct toward another person that creates an intimidating, hostile or offensive work environment.

Suppliers and their employees are expected to maintain a working relationship with EnterpriseDB employees and others that is always courteous, professional and free from discrimination and harassment.

Accessibility

Suppliers are expected to deliver goods and services that are accessible to everyone, including those with disabilities. If accessibility standards are applicable for the goods or services delivered, Suppliers must meet them.



INTEGRITY AND COMPLIANCE STANDARDS

Commitment to the Environment

EnterpriseDB expects suppliers to manage environmental risk, conserve natural resources and protect the environment in their operations. It is of utmost importance that we along with our suppliers comply with all applicable environmental laws and regulations and follow sustainable practices, including:

- Preventing pollution by minimizing or eliminating emissions and discharges of pollutants and generation of waste
- Management and responsible disposal or recycling of non-hazardous solid waste
- Seeking opportunities to conserve water and control channels of contamination
- Proper handling of wastewater and hazardous substances
- Reducing the environmental impact of products over their entire lifecycle
- Adherence to the prohibition or restriction of specific materials or substances
- Adopting methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions

Global Trade

Suppliers are expected to institute measures to comply with all laws and regulations relating to import regulations, customs, export controls, economic sanctions and similar matters which are applicable to the supplier's business activities with EnterpriseDB. Suppliers must also strictly comply with all export and re-export restrictions reflected in relevant licenses and distribution agreements and must take no action that will cause EnterpriseDB to violate international trade laws.

EnterpriseDB may exclude suppliers from business relationships who appear on any suspended, excluded or debarment list issued by any agency of any Federal, State or local government, or who may be convicted of any applicable civil or criminal offense. All suppliers shall be responsible to verify that their employees and subcontractors working with EnterpriseDB have not been excluded or debarred.

Suppliers operating under foreign law shall comply with all foreign laws applicable to the subject matter of this Code insofar as they are consistent with the provisions of this Code. Such suppliers shall also comply with all provisions of this Code insofar as they do not violate applicable foreign law.

INTEGRITY AND COMPLIANCE STANDARDS

Doing Business with the Government

Special legal and contracting rules often apply to our dealings with government customers or customers who are government contractors. Suppliers are expected to be aware of and comply with all government contracting requirements that apply to their business with EnterpriseDB.

Suppliers working directly or indirectly on government contracts must know and comply with all the terms of the government contract. Suppliers must not submit false or fraudulent claims for payment, make any false statements or representations, nor do business with debarred individuals or entities. Suppliers must cooperate fully with any government requests for information. Suppliers also must never offer or receive gifts, entertainment, meals or anything of value to or from a government employee in order to influence a government official's actions.

Health and Safety

Suppliers must provide their employees a safe and healthy workplace, which is in compliance with all applicable safety and health laws, regulations, and practices. Suppliers must take adequate steps to minimize the causes of hazards inherent in the working environment.

Suppliers are expected to provide workers with appropriate workplace health and safety information and training for all identified workplace hazards.

Suppliers should take adequate steps to address any issues of substance abuse and shall prohibit the use, possession, distribution or sale of illegal drugs in their workplace and supply chain.

When working at EnterpriseDB facilities, suppliers are expected to understand and follow all of our health, safety, environmental and security standards.



INTEGRITY AND COMPLIANCE STANDARDS

Human Rights and Labor Practices

We are committed to respecting the human rights and dignity of everyone, and we support international efforts to promote and protect human rights. We will not tolerate abuse of human rights in our operations or in our supply chain. Suppliers are expected to report any suspicion or evidence of human rights abuses in our operations or in the operations of our supply chain.

Suppliers must comply with all applicable labor laws and regulations, including:

- Recognize and respect the legal rights of their employees, including but not limited to minimum and prevailing wages, wage payments, maximum hours of work and overtime, legally mandated family, childbirth, and medical leaves and the right to return to work thereafter.
- Ensure that illegal child labor is not used in the performance of work. The term “child” refers to any person under the minimum legal working ages defined by the International Labor Organization (ILO) or, if older, under the minimum legal working age for employment in the country or jurisdiction where the work is effectively performed.
- Do not use forced, bonded, compulsory, indentured or involuntary labor. People must be free to terminate their employment with reasonable notice.
- Adhere to regulations prohibiting modern slavery and human trafficking.
- Respect the rights of workers to associate freely, join or not join labor unions, seek representation, or join workers’ councils in accordance with local laws.
- Workers shall be given the opportunity to report violations of working conditions without fear of reprisal.

- Provide an employment environment that is free from physical, psychological, and verbal harassment, abusive conduct, or the threat thereof. No harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers shall be tolerated.

Insider Trading

In the course of business, employees of suppliers may learn confidential information about publicly traded companies including some of EnterpriseDB’s customers or other suppliers. Trading securities while aware of material nonpublic information, or disclosing such information to others who then trade, is prohibited by various laws and by this Code.

Use of EnterpriseDB Assets

Suppliers must exercise care when using EnterpriseDB property (such as our facilities, equipment, computers and information systems, telephones, documents, inventory and supplies). Suppliers must use EnterpriseDB property only to provide services or fulfill their contractual obligations, with prior permission from EnterpriseDB. Personal use of EnterpriseDB property by employees of suppliers is not allowed. Suppliers are expected to ensure that their employees’ use of EnterpriseDB’s information technology and systems does not expose the Company to the risk of security or confidentiality breaches, legal claims, sabotage, viruses or reputational damage.

ACCOUNTABILITY AND MONITORING

Accountability

Suppliers' compliance with this Code will be a factor when considering business relationships and future procurement decisions. Compliance violations may lead to disqualification from future opportunities with EnterpriseDB and may even result in the termination of the relationship.

Suppliers are expected to have in place a management system with ethics and compliance-related controls and management oversight consistent with their respective industry standards and appropriate for their size, complexity and exposure to ethics and compliance risks. This system should be sufficient to prevent, detect and mitigate operational risks related to this Code and violations of law. It should also facilitate continual improvement, including a process for timely correction of deficiencies identified. The system must include creation of documents and records to ensure compliance and conformity.

Suppliers shall ensure that the principles and practices of this Code are communicated to their employees, subsidiaries, business partners and subcontractors involved in providing services to EnterpriseDB, and that employees have adequate training to uphold the Code

Auditing and Monitoring

EnterpriseDB may periodically audit suppliers' compliance with this Supplier Code of Conduct. Any violations will be reported to the supplier's management for their attention and, if appropriate,

corrective action. Suppliers are expected to provide reasonable assistance to any investigation by EnterpriseDB of a violation of this Code.

Reporting Issues and Suspected Violations

Suppliers are expected to report any conduct which they believe to be a violation or an apparent violation of this Code or law to EnterpriseDB management.

Suppliers are encouraged to work with their employees to resolve their internal organizational integrity and compliance concerns. However, as it relates to the relationship with EnterpriseDB, if a supplier has any reason to believe that an EnterpriseDB employee has not acted ethically, or has acted in a manner inconsistent with EnterpriseDB's Core Beliefs, the EnterpriseDB Code of Business Conduct and Ethics, or this Supplier Code of Conduct, this should also be promptly reported.

In bringing questions or violations to management's attention, suppliers are helping to ensure that we achieve and sustain the highest levels of ethics and compliance, and are helping build the foundation of our shared success.

Retaliation

EnterpriseDB does not retaliate against anyone raising a concern in good faith. Workers must be given a safe environment to provide good faith grievance and feedback or violations of this Code without fear of reprisal or retaliation.