



UK Modern Slavery Act of 2015 Statement

Progress Software Corporation

Progress Software Corporation (“Progress”) is a global software company, based in the United States, that provides technology solutions to simplify and accelerate development, deployment, integration and management of enterprise software applications. This statement applies to all Progress subsidiaries doing business in the United Kingdom, including Progress Software Limited.

Progress has zero tolerance for slavery or human trafficking at any level in its organization. All employees and the Board of Directors must adhere to Progress’ Code of Conduct and Business Ethics, which sets forth Progress’ company values and ethical standards. Every employee and Board member must act in accordance with all local, state, federal, country and international laws. All Employees certify on an annual basis that they have read and fully understand the Code of Conduct. Where legally permissible, the company conducts background checks on all its employees at the time of hire.

Progress has established high standards for ethical behavior from its suppliers and does not tolerate or condone slavery or human trafficking within its supply chain. Progress’ Supplier Guidelines (<https://www.progress.com/company/suppliers>) outline the requirements for becoming a Progress supplier including the requirement to adhere to the Progress Supplier Code of Conduct. These guidelines require Progress’ suppliers to comply with all laws and regulations, including laws related to human trafficking.

Progress is committed to conducting on-going assessments of modern slavery and human trafficking risks within its organization and amongst its suppliers. In addition, Progress’ Code of Conduct outlines the process for someone to report any concern that Progress has violated any law, including those related to human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act of 2015 and constitutes Progress Software Limited’s slavery and human trafficking statement for the financial year ending November 30, 2020.

A handwritten signature in blue ink, appearing to read 'Stephen Faberman', written over a horizontal dashed line.

Stephen Faberman

Chief Compliance Officer

Progress Software Corporation

Date: January 19, 2021