



Progress Software Statement on Modern Slavery and Human Trafficking

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. For more information on what we do, please visit www.progress.com.

Progress strives to be an inclusive, multicultural company serving a global community, where opportunities to succeed are available to all. We encourage a wide range of views, and we celebrate diverse backgrounds. Our unique combination of perspectives inspires innovation, connects us to our customers and positively affects our communities. Our employees are key to those successes. We seek team members with diverse backgrounds and viewpoints, and we are committed to creating a culture of inclusion, inspiration and innovation where employees feel a strong sense of community and collective pride. We strive to foster a working environment that prioritizes the health, safety and well-being of our employees, and we provide compensation, benefits, and resources that reflect our commitment to being a great place to work. As part of that commitment, throughout its 2023 fiscal year, Progress continued to employ the following safeguards which are designed to prevent slavery or human trafficking at any level of our organization, at any of our operations around the globe, and to ensure that our supply chains are free from slavery and human trafficking.

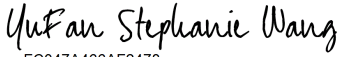
All employees within our group of companies and the Board of Directors must adhere to the Progress [Code of Conduct](#), which sets forth Progress’ company values and ethical standards. Every employee and Board member must act in accordance with all local, state, federal, country and international laws, including laws prohibiting modern slavery and human trafficking. 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. Prospective distributors and resellers are vetted via a process that includes gathering responses from potential partners regarding their Modern Slavery compliance, in addition to a number of other compliance areas. Further, Progress’ Supplier Guidelines (<https://www.progress.com/company/suppliers>) outline the requirements for becoming a Progress supplier. These guidelines require Progress’ suppliers to comply with all laws and regulations, including laws prohibiting modern slavery and 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, and we urge anyone who is aware of any possible violation to submit a report.



This statement applies to Progress Software Corporation, its subsidiaries, and their respective employees, officers, directors and suppliers. Progress operates in the United Kingdom through its subsidiary, Progress Software Limited. This statement has been approved by Progress Software Corporation and the directors of Progress Software Limited on January 8, 2024. This statement is intended to comply with the Modern Slavery Act 2015 of the United Kingdom.

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YuFan Stephanie Wang
Chief Compliance Officer

Progress Software Corporation
January 8, 2024