



Fivetran Anti-Slavery and Human Trafficking Statement

This Anti-Slavery and Human Trafficking Statement (“Statement”) is made by Fivetran Inc., a corporation organized and existing under the laws of the State of Delaware, USA (“Fivetran”), pursuant to the requirements of the Australian Commonwealth Modern Slavery Act 2018 and the UK Modern Slavery Act of 2015. This Statement is for the financial year ended January 31, 2025 and applies to and has been approved by the Board of Directors of Fivetran.

Business Structure, Operations, and Supply Chains

Fivetran powers real-time analytics, database replication, artificial intelligence workflows, and cloud migrations for customers worldwide. Fivetran is the industry leader in data movement, providing fully managed data pipelines that enable data-driven decisions. Thousands of customers trust our pipelines to deliver accurate data from source applications to any destination, allowing them to accelerate analytics and focus on insights.

Fivetran’s subsidiaries operate under the direction of the parent company, Fivetran Inc., and share a single global approach to assessing, managing, and addressing risk of forced labor and human trafficking (otherwise known as “modern slavery”). Fivetran is committed to acting with integrity in our business dealings and relationships. This Statement outlines the systems and controls maintained by Fivetran to prevent forced labor and human trafficking within its operations and supply chains.

As a SaaS company, Fivetran does not act as a producer, manufacturer, or retailer of physical goods and has no supply chains requiring such labor-based activities. Fivetran’s product is developed and maintained by our employees; none of our suppliers are disproportionately critical to Fivetran’s success. Our suppliers primarily include SaaS services, professional services, and office equipment. Fivetran generally does not operate or have suppliers in geographies where forced labor and human trafficking is a material risk.

Approach to Assessing and Managing Risk

Fivetran is aligned with the requirements under the Australian Commonwealth Modern Slavery Act 2018 and the UK Modern Slavery Act 2015, and prohibits the use of forced labor and human trafficking in our business. We are committed to acting ethically, demonstrating high professional standards, and complying with applicable laws and regulations and expect the same standards from those with whom we do business.

Based on the nature of our business, workforce, and solution, the risk of forced labor and human trafficking in our operations is low. Given the nature of our suppliers, the risk of forced labor and human trafficking in our supply chain is also low.



Although Fivetran operates in an industry with low-risk for forced labor and human trafficking, we are committed to identifying and reducing such risk in our business and supply chains.

Policies

Fivetran's commitment to enforcing ethical business practices, including the detection and prevention of forced labor and human trafficking, is embedded in our policies. Our Code of Conduct establishes how we treat our employees, customers, partners, and other stakeholders consistent with our core values. Our Code of Conduct prohibits forced labor and human rights abuses, and also defines our employees' responsibility to speak up when they believe there are possible violations of policies or law. Our employees annually confirm they have read and will comply with our Code of Conduct.

Our Third Party Code of Conduct sets out our expectation that vendors, suppliers, and others acting on Fivetran's behalf do not engage in the use of forced labor and human trafficking. Fivetran is committed to achieving the highest standards, upholding our values, and ensuring that any third parties we work with share in our commitment to serving our customers in a fair, ethical, and compliant way.

Hotline

As set forth in our Code of Conduct and Third Party Code of Conduct, Fivetran maintains a Hotline, which is available to both internal and external reporters. Our Hotline is the primary mechanism for reporting concerns related to forced labor and human trafficking. It offers a secure, confidential, and anonymous platform for receiving and processing reports of violations of Fivetran policies, the law, and other concerns. The Hotline is administered by an external, independent, third-party vendor. Concerns reported through the Hotline are forwarded to Fivetran's Legal Team for review, investigation, and remediation, as appropriate. Fivetran prohibits retaliation for raising concerns in good faith.

In the fiscal year ending January 31, 2025, Fivetran did not receive Hotline reports involving suspected human trafficking in our business or supply chain.

Actions Taken to Address Risk

Fivetran has taken a comprehensive approach to address the risk of forced labor and human trafficking in our business and supply chains. This includes a dynamic compliance program, employee training, and tailored third party risk management.

Compliance

Fivetran's compliance program leads the effort in addressing the risk of forced labor in our business and supply chains. Our compliance program is responsible for ensuring that Fivetran meets global laws, regulations, and standards related to risk of forced labor and human trafficking, such as pay and remuneration, working conditions, and health and safety of employees in the



jurisdictions in which we operate. Fivetran actively enhances its compliance program through ongoing monitoring, evaluation, and development of its policies and practices.

As part of its core responsibilities, the compliance program manages employee training requirements and global third party risk management.

Employee Training

Fivetran requires annual Code of Conduct training and certification to help employees understand our values and expectations, including Fivetran's position on fair labor practices and human rights. This Statement is provided to employees as part of our Code of Conduct and is publicly available on our internal and external websites.

Third Party Risk Management Program

Fivetran is committed to complying with all applicable laws, including economic and trade sanctions designed to support national and international security, policy, and fair labor and human rights interests. Concerns related to forced labor and human trafficking are among the criteria that these sanctions programs use to impose sanctions on individuals or entities.

Fivetran's third party risk management program is designed to identify and mitigate risks within our business operations and supply chain. Our third party due diligence processes collect and verify identifying information to ensure that we know with whom we are conducting business. This information helps Fivetran identify risk indicators and sanctioned parties to prevent contracting with third parties engaging in activities that contradict our policies, best practices, or the law, including forced labor and human trafficking.

In addition, when onboarding new customers, partners, contractors, and other third-parties, Fivetran obtains contractual or procedural assurances regarding ongoing compliance with applicable laws.

Effectiveness

Fivetran regularly evaluates the effectiveness of our actions by reviewing our approach, partnering with third parties, and undertaking periodic internal governance risk assessments by relevant departments such as Legal, Finance, and Human Resources. Based on these reviews, Fivetran seeks to mature our related programs and processes. This includes ensuring our fair labor and human rights practices are effective throughout global operations and supply chains.

Consultation and Approval

Fivetran drafted this Statement in consultation with stakeholders across the company to identify, assess, and address risks of forced labor and human trafficking in our business and supply chains. The Board of Directors of Fivetran approved this Statement on June 18, 2025.



Any concerns related to forced labor or human trafficking at Fivetran or in its supply chains can be reported by employees or third parties at <https://fivetran.allvoices.co>. Please direct any questions on this statement to Fivetran Legal at ethics@fivetran.com.

Signed by:
By: Taylor Brown
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Taylor Brown | Director
Fivetran Inc.
June 18, 2025