

## **Etlworks Modern Slavery Act Statement**

### **Introduction**

Etlworks is committed to the highest standards of ethical conduct and integrity in its business activities. This statement outlines our efforts to ensure that slavery and human trafficking do not exist in our business or supply chains.

### **Our Business and Supply Chains**

Etlworks is a provider of data integration and automation solutions, headquartered in Pittsburgh, Pennsylvania. Our services include cloud-first and on-premise data integration platforms used by customers across various industries. We work with a limited number of trusted suppliers to deliver software, services, and operational support.

### **Our Policies**

Etlworks has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships. Our policies, including our Code of Conduct and Supplier Code of Ethics, reflect this commitment and set clear expectations for all employees, partners, and suppliers.

### **Risk Assessment and Due Diligence**

We recognize the risk of modern slavery in global supply chains and take active measures to mitigate it. This includes:

- Conducting due diligence on new suppliers.
- Requiring compliance with our Supplier Code of Ethics.
- Regularly reviewing the effectiveness of our policies and practices.

### **Employee Training**

We provide training to ensure that our employees understand the risks of modern slavery and human trafficking. This training empowers them to identify and report potential issues and reinforces our commitment to ethical business practices.

### **Our Ongoing Commitment**

Etlworks is committed to continuous improvement in preventing modern slavery and human trafficking. We will:

- Regularly assess and address risks in our supply chains.
- Strengthen supplier audits and due diligence processes.
- Update training programs to reflect evolving best practices.

### **Approval**

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and constitutes Etlworks' slavery and human trafficking statement for the financial year ending December 31, 2024.

**Maksym Sherbinin**

Founder and Chief Executive Officer  
Etlworks LLC

**Date:** January 16, 2024