



Business & Partner Ethics Policy Statement

Dun & Bradstreet Holdings, Inc. (the “Company” or “D&B”) has adopted this policy statement, which highlights some of our key ethical standards for the Company. These standards are rooted in our commitment to excellence and operating with integrity, both internally and in our external partnerships. This policy statement applies to all D&B employees (“team members”), and it is approved by senior management and the Audit Committee of our Board of Directors.

Code of Conduct

Our core standards for operating ethically and with integrity across all that we do are set forth in our [Code of Conduct](#). Our internal corporate policies, which set forth our standards for operating with integrity and in compliance with laws and regulations globally are aligned to our Code, so that our team members know how to operate in accordance with our Code. The D&B Code of Conduct is an internal document available for all team members to reference as needed.

Human Rights Policy

D&B’s respect for Human Rights is described in our [Code of Conduct](#) and reinforced by our internal Modern Slavery and Human Trafficking Policy. This policy applies to both our internal operations and third parties throughout our global supply chain to support human rights. We prohibit the employment of underage children or forced labor, as well as any form of physical punishment or abuse. We expect partners throughout our global supply chain to share our commitment to the same high standards.

Training

We take human rights and business ethics seriously at all levels of the business. As a result, we require all team members to complete our Code of Conduct training, in which they are specifically trained on the policies, conditions and terms of our [Code of Conduct](#), including those pertaining to business ethics and human rights.

Whistleblower Reporting Process

D&B has a robust process in place to review and investigate whistleblower reports that come through our Global Compliance and Ethics Helpline. The helpline was established as a formal channel (or ‘hotline’) to submit or escalate potential compliance and ethics infractions.

Our whistleblowing policies, as set forth in our [Code of Conduct](#) and reinforced in our other policies, actively encourage all team members to speak up if they have concerns about any activity, breach of laws or regulations, breach of our Code of Conduct or policies, dangers to the public or suspicion of fraud. The Global Compliance and Ethics Helpline can be accessed online 24/7, with reporting available in all local languages. We guarantee that whistleblowing reports can be made anonymously and without retaliation to the reporter. All reports are

immediately reviewed by our Global Compliance and Ethics team and escalated to our Chief Compliance Officer.

We have also formalized how members of the public can communicate any concerns over modern slavery and human trafficking occurring within our business or third parties, which are outlined in our internal Modern Slavery and Human Trafficking Policy. No whistleblowing reports have been made concerning modern slavery or human trafficking within recent reporting periods.

Board Oversight

The Audit Committee of our Board of Directors has oversight over business ethics issues and complaints in violation of our [Code of Conduct](#) as part of our broader global compliance and ethics program. Additional information can be found in our Board of Directors' [Audit Committee Charter](#).

Third Party Selection Screening

Before engaging with new third parties, we conduct appropriate screening and due diligence to ensure that there is no entry of a potential partner on any national or international sanctioned party lists. Our individual service agreements with partners may include detailed language outlining our commitments to topics such as supplier diversity, data privacy, environmental protection and more.

Partner Code of Conduct & Supplier Labor Standards

We expect partners throughout our global supply chain to support Human Rights and encourage partners to adopt standards consistent with the principles established under the United Nations Declaration of Human Rights and International Labor Organization. As part of these principles, we expect our partners to do the following:

- Compensate their employees in accordance with all applicable laws including those that relate to minimum wage and overtime hours.
- Do not employ underage children or forced labor or allow any form of physical punishment or abuse.
- Take steps to ensure that slavery and human trafficking are not taking place within their organization or organizations with which they work.

Vendors who meet a certain set of criteria are required to complete the online Partner Code of Conduct training as part of their vendor agreement.

Additional details regarding vendor requirements and training are included in the [Partner Code of Conduct](#).