

OneStream Splash Conference Code of Conduct*

All OneStream Software Splash Conference attendees are expected to follow this Code of Conduct at all event venues, any external venue affiliated with the Splash conference, and all related social events. We expect cooperation from all attendees to help ensure a safe environment for all.

Expected Conduct

OneStream Software is committed to providing a safe and welcoming experience for all participants, regardless of race, ethnicity, disability, religion, political affiliation, gender, gender identity or expression, sexual orientation, and any other distinguishing characteristic. We do not tolerate discrimination, intolerance, harassment, aggression, or ill will of any kind at any OneStream Software event, either in person or via electronic media.

While attending Splash all event participants, presenters, sponsors, employees, and staff will:

- Wear your event badge at all times
- Recognize that this event is a place for diversity of thought, organization, and individuals; as such, respect and inclusivity for all is expected
- Remain positive, friendly, and welcoming to others
- Be alert and report any discriminatory, harassing, aggressive, or exclusionary behavior or speech to event staff immediately

Unacceptable Behavior

Unacceptable behavior includes, but is not limited to: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct; inappropriate physical contact (e.g., unwelcome sexual advances, groping, sexual assault); physical, written, verbal, or other abuse, as determined by the event organizer and its representatives, in their sole discretion; failing to obey any rules or regulations of the venue and OneStream Software.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated. Anyone engaged in unacceptable behavior will be asked to stop any unacceptable behavior immediately and is subject to immediate expulsion from the event, in OneStream Software's sole discretion, without refund.

Reporting Unacceptable Behavior

If you are being harassed, notice that someone else is being treated poorly, or have additional concerns, please contact any member of the OneStream Events Team or OneStream Human Resources Team.

OneStream Events Team members can be found at events office onsite or you can email at OneStream Events Team members at splash@onestreamsoftware.com.

OneStream Human Resources Team members can be reached by email at hr@onestreamsoftware.com or mangle@onestreamsoftare.com. You may also reach OneStream Human Resources Director, Martha Angle by phone at 248-342-6654.

In the event of an emergency, please contact local authorities immediately.

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*The policy may be revised at any time by OneStream Software without notice.