



# Business Partner Code

## Applicability

This Business Partner Code defines the minimum standards of business conduct and business practices applicable to UiPath partners (resellers, consulting partners, vendors, OEM). Between this Code and applicable laws and regulations, you are always expected to comply with those requirements that are more restrictive. UiPath may audit compliance with this Code and terminate any relation due to a breach.

## 1

# Integrity and Compliance with Laws

## Anti-Corruption, Anti-Bribery, Business Courtesies & Export

At UiPath we are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and enforcing effective systems to counter bribery and corruption. We do not accept bribes or facilitation payments in any form. You are responsible for ensuring that acceptance of any business courtesies, gifts, or entertainment is proper and could not reasonably be construed as an attempt by the offering party to secure favorable treatment or otherwise violate applicable laws. We expect our business partners to comply with all applicable international anti-corruption laws, including with applicable trade regulations that control the import, export and reexport of products and information and laws that restrict dealings with entities and individuals located in countries subject to trade embargoes or economic sanctions.

## Conflict of Interest

Conflicts of interest commonly arise and should not be a problem if they are openly and effectively managed. It is the policy of UiPath and our partners responsibility that ethical, legal, financial or other conflicts of interest be avoided and that any such situations do not conflict with obligations to UiPath.

## Intellectual Property and Confidentiality

UiPath respects the intellectual property rights of others and expects other companies to respect its intellectual property rights. UiPath partners are responsible for protecting any intellectual property rights. Partners must not use proprietary information, patented technology or copyrighted software, documentation, or other materials of UiPath or of third parties without the owner's authorization.

## Fair Competition

UiPath partners are required to comply with fair trade and competition laws and must abstain to propose or enter into any agreement with any competitor to fix prices, margins, terms and conditions, to divide up any markets or customers or restricting resale pricing or UiPath products.

# 2

## Labor Practices

### Freedom of Association, Lawful and Freely Chosen Employment

UiPath Partners must respect the legal rights of employees to join worker organizations. UiPath partners must validate and review all relevant documentation to ensure that any employed worker has the legal right to work in that jurisdiction. Also, UiPath does not employ or accept any form of forced or bonded labor, prisoners or illegal workers, and expects its partners to do the same.

### Child Labour Avoidance

Any use of child labour is not permitted and UiPath partners must adopt procedures to verify and maintain documentation that no workers are younger than permitted by the local law. Partners must follow all applicable local laws, regulations and standards concerning working hours and conditions for all workers.

### Non-Discrimination

At UiPath we affirm and guide our business (and expect our partners to comply) in accordance with the principle of equal employment and business opportunities without regard to any protected characteristic, including but not limited to: race, religion, national origin, colour, gender, gender identity, age, disability, pregnancy, marital status, national origin/ancestry, military status, or sexual orientation.

### Health, Safety and Environment

UiPath partners must provide a safe work environment and conduct themselves in a manner consistent with all applicable safety standards, including governmental requirements, operations- and facility-specific safety requirements, and contractual requirements as well as identifying and responding to any public health impacts of their operations and use of their products and services.

# 3

## PRINCIPLES

# Environment Protection

### Standards

UiPath partners must comply with all applicable laws and regulations relating to the impact of their business on the environment, including by taking steps to ensure that waste is minimized and items recycled whenever practicable avoid undue and unnecessary use of materials and utilize recycled materials whenever appropriate, ensure conservation of scarce resources, and adapt production and delivery processes as well as heating, ventilation, lighting, IT systems and transportation to maximize efficient energy use and to minimize harmful emissions.