

Global Code of Conduct



A Message from our CEO & Founder

My dream was to build a company that I'd love to work for. My belief is that our workplace should be our playground, and we have made concerted efforts to ensure that UiPath is a place where employees feel inspired, engaged, and happy.

We have had a strong commitment to customer service, our business partners, product quality, and employee development – and we deliver, thanks to the effort and dedication you put forth day in and day out. Key to our performance in these areas is an equally strong commitment to doing business ethically and with integrity. UiPath's reputation and continued success depends largely on our support – yours and mine – to this commitment. No success is meaningful if it's not achieved the right way.

Doing things the right way, ethically, with integrity, and in full compliance with the law, is not just a policy at UiPath, it is ingrained in our culture. Read the Code of Conduct thoughtfully and reflect on its meaning. When you acknowledge it, renew your personal commitment to practice and promote it every day. No excuses.

Every UiPath employee, regardless of location or position in the Company, has an obligation to read this Code of Conduct, understand it, and follow it every day, without exception. Everyone who works at or with us should feel confident about our high ethical standards, our honesty, and our integrity. That starts and ends with each of us. And the example you set each day brings it to life.

Thank you for your efforts.



Daniel Dines



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Policy Owner:
Brad Brubaker, Chief Legal Officer

Policy Champion:
Alina Vlaicu, Global Compliance Officer



Objective & Scope



To ensure that at all times all employees, freelancers, those employed by carriers or other contingent workers acting on behalf of UiPath or having access to UiPath systems including its subsidiaries and affiliates (“UiPath” or “Company”) act in good faith, with integrity and consistent with the Company’s values in order to maintain effective trust and credibility with our employees, customers, business partners and communities in which we operate.

The UiPath Code of Conduct is applicable to all employees, freelancers, those employed by carriers or other contingent workers acting on behalf of UiPath (“UiPathers”), as well as the Company’s business partners.

After carefully reviewing this Code, you must acknowledge that you have received, read, understand and agree to comply with this Code. The acknowledgment must be made within thirty (30) calendar days of your receipt of this Code and on an annual basis as the Company may require.

Our Values

humble

Listen, learn and help others.

bold

Challenge, experiment, and explore.

immersed

Consider, reflect, and imagine.

fast

Take action, preempt, and transform.

Our Culture, Our Most Valuable Asset

01 **Open**

We support the open and respectful exchange of ideas— from both within and outside of the company.

02 **Fearless**

We do not hide from our own failures or scorn the failures of others.

03 **Excellence**

We trust each other: to own our work, to always seek excellence, to reach beyond our past achievements.

04 **Authentic**

We believe in creating a safe, generous, accepting workplace where people can be their authentic, best selves.

05 **Talented**

We are a meritocracy.

06 **Collaborative**

We wholeheartedly share what we know – not just with each other, but with anyone who wants to explore and contribute.

07 **Progressive**

We prize introspection and action equally.

08 **Human Achievement**

We believe in our technology and its potential to accelerate human achievement.

Our Policies



Our Policies

People

Equal Employment Opportunity Provider

At UiPath, we value a range of diverse backgrounds, experiences, and ideas. We pride ourselves on our diverse and inclusive workplace that provides equal opportunities to all persons regardless of race, age, color, religion, sex, sexual orientation, gender identity and expression, national origin, disability, military and/or veteran status, or any other protected classes. Equal employment opportunity includes, but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence, and termination.

Anti-Harassment, Discrimination & Retaliation

Coworkers, supervisors, managers, owners and third parties are prohibited from discriminatory, intimidating, harassing, or retaliatory behavior. The Company takes allegations of discrimination, intimidation, harassment, and retaliation very seriously and will promptly conduct an investigation and take appropriate corrective action when warranted, which may include discipline, up to and including termination.

[!\[\]\(4688aadfd656ded00cd6bdfae55089a9_img.jpg\) **Learn More: UiPath Anti-Harassment, Discrimination & Retaliation Policy**](#)

Avoid Conflicts of Interest

UiPathers shall not engage in any conflicts of interest stemming from any personal activities or relationships that influence or may be perceived to influence one's decision-making and ability to work in the best interests of UiPath. UiPathers must disclose, amongst other things, personal financial interests or investments, personal relationships, outside employment or engagements, membership in professional and political organizations, as well as excessive gifts or hospitalities.

If you have any questions about a potential conflict or if you become aware of an actual or potential conflict, and you are not an officer or director, you should discuss the matter with your supervisor or the Global Compliance Officer (the "Compliance Officer"). If the supervisor is involved in the potential or actual conflict, you should discuss the matter directly with the Compliance Officer. Supervisors may not authorize a conflict of interest matter or make determinations as to whether a problematic conflict of interest exists without first seeking the approval of the Compliance Officer. Executive Officers and members of the Board of Directors may seek authorizations and determinations from the Nominating and Corporate Governance Committee of the Company's Board of Directors (the "Board"), or such other committee of the Board that the Board may expressly designate.

[!\[\]\(4146d17f71dced09c6ad789cacceaa6d_img.jpg\) **Learn More: UiPath Conflict of Interest Global Policy**](#)



Conflict of Interest disclosures and queries should be addressed with the Compliance Officer at: [**conflict.check@uipath.com**](mailto:conflict.check@uipath.com)

Our Policies

Integrity

Corporate Opportunities

UiPathers may not take personal advantage of opportunities for the Company that are presented to or discovered by the UiPather as a result of his or her position with the Company or through your use of corporate property or information. Even opportunities that are acquired privately by you may be questionable if they are related to our existing or proposed lines of business. Significant participation in an investment or outside business opportunity that is directly related to our lines of business must be pre-approved. You may not use your position with the Company or the Company's property or confidential information for personal gain, nor may you compete with the Company during your tenure or as otherwise prohibited by contract.

Anti-Money Laundering Compliance

UiPathers are prohibited from engaging in any activity that facilitates money laundering or the funding of terrorist or criminal activities in connection with the Company's business. Money laundering is the act of concealing or disguising the existence, illegal origins, and/or illegal application of criminally derived income so that such income appears to have legitimate origins or constitute legitimate assets. While money-laundering involves giving "dirty" money the appearance of legitimacy, terrorist financing generally involves using legally earned income to finance illegal activities. The Company expects all UiPathers to comply with all applicable anti-money laundering and countering the financing of terrorism laws and regulations.

[!\[\]\(4b7a79268f6ba26c1471d4232fffa85a_img.jpg\) Learn More: Export Control, Trade Sanctions and Anti-Money Laundering Policy](#)

Compliance with the Law

All UiPathers, as well as its business partners, are expected at all times to strictly obey all applicable laws and regulations.

Anti-Bribery & Anti-Corruption

UiPathers and those individuals or entities acting on UiPath's behalf shall at all times comply with all applicable anti-corruption and anti-bribery laws. Under no circumstances shall any UiPather or any person or entity acting on UiPath's behalf give, receive, or promise anything of material value (e.g. bribes or kickbacks) in order to influence a business outcome or obtain treatment in favor of UiPath.

Remember it is not only about the value, but also about the intention. Therefore, Gifts and Hospitalities must serve a bona fide purpose, and be modest. Gifts and entertainment relating to government officials is addressed in our Global Anti-Bribery Policy. Corruption disrupts the business relationships and erodes the trust of our partners. If you have any concerns about whether gifts or entertainment offered or received by you are appropriate under this code, you are expected to request permission from your supervisor or the Compliance Officer.

[!\[\]\(1f56542a42e2413e44a2b2023033aa2e_img.jpg\) Learn More: UiPath Global Anti-Bribery Policy](#)

Our Policies

Integrity (Continued)

Export Controls

UiPath's reach is global. The privilege of doing business globally also comes with export control obligations. UiPath is committed to doing the right thing and it appreciates that this means integrating export control checks and validations in the end to end processes: from product creation and development until product delivery and use thereafter.

The consequences for not complying with the export control checks could be devastating for UiPath, with administrative, criminal, and reputational repercussions.

The end-use, the end-user, the technical characteristics, the ultimate destination, and the country of export should be the concern of every employee.



For more information you can reach out to exportcontrol@uipath.com



[Learn More: Export Control, Trade Sanctions and Anti-Money Laundering Policy](#)

Fair Competition

UiPath shall apply its Commercial Policy in a consistent, fair and non-discriminatory manner to all of its customers and partners. UiPath products and services are available to all of its comparable customers and partners under similar terms and conditions consistent with applicable competition and antitrust laws. Certain kinds of information, such as UiPath strategies, business plans, budgets, forecasts, financial and operating information, pricing, production and inventory, should not be exchanged with competitors, regardless of how innocent or casual the exchange.

UiPathers at all times shall engage in fair dealing, communicate honestly and with integrity, and not participate in activities with the effect or intent of reducing or destroying competition (e.g. price fixing, market allocation, etc.)



[Learn More: UiPath Commercial Policy](#)

Fair Dealing

UiPathers are expected to deal fairly with our customers, suppliers, employees and anyone else with whom they have contact in the course of performing their jobs. Statements regarding the Company's services must not be untrue, misleading, deceptive or fraudulent. Acquiring proprietary information from others through improper means, possessing trade secret information that was improperly obtained, or inducing improper disclosure of confidential information from employees of other companies is prohibited.

Our Policies

Information Security

Confidentiality & Information Security

UiPathers must at all times hold in strictest confidence, and not use (except for the benefit of the Company) or disclose to any person, firm or corporation (without written authorization) any Confidential Information of the Company.

“Confidential Information” means any non-public information that relates to the actual or anticipated business, research, or development of the Company, or to the Company’s technical data, trade secrets or know-how, including, but not limited to, research, business plans, product plans, products, services, customer lists and customers, markets, software, developments, inventions, processes, source code, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, or other business information obtained either directly or indirectly in writing, orally, or by drawings or observation of parts or equipment. Failure to safeguard such information may significantly harm UiPath and its competitiveness in the marketplace.

→ [Learn More: UiPath’s Security & Privacy Compliance Policies](#)

Data Privacy

UiPathers must respect applicable data protection and privacy laws and safeguard the Personal Data of other employees, applicants, customers, partners, and all other individuals whose Personal Data will be collected or processed by UiPath. “Personal Data” relates to information allowing an individual to be identified, which includes amongst other things, names, addresses, images, and contact

information. UiPathers must keep Personal Data secure and access should be limited to those who are authorized and have a need for access to such data.

→ [Learn More: UiPath Group Data Protection Policy](#)

Communications & Use of Social Media

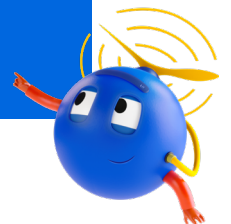
Social Media is changing the way we work, offering a new model to engage with customers, team members, and the world at large. We believe this kind of interaction can help build stronger, more successful business relationships.

Only the Social Media team and its approved delegates are permitted to use the Corporate Social Media channels in the name and on behalf of UiPath. If you choose to talk about UiPath on your personal social media account, make sure to never disclose confidential information, to present truthful representations of facts, and to disclose that you are presenting your own opinion and not an official position of the company. Do not make statements or answer to questions on matters outside your field of expertise.



If you encounter content that exceeds your field of expertise, please refer them to pr@uipath.com

→ [Learn More: UiPath Social Media Policy](#)



Our Policies

Information Security (Continued)

Financial Disclosures

UiPath is required to maintain accurate financial books and records reflecting the true nature of UiPath's operations and finances. Falsification of company business documents is expressly prohibited. Any employee who becomes aware of any financial improprieties or violations of these standards must bring this to the attention of a supervisor, the Compliance Officer, the Audit Committee of the Board, or one of the other resources described below under "Policy Breach Reporting."

Disclosure of Inside Information

As a UiPather, you may be privy to confidential financial information of UiPath or its customers or partners that may provide you or anyone to whom you disclose such information an unfair financial advantage as it pertains to the purchasing or selling of equity in such companies. All non-public information about UiPath or its customers or partners is considered confidential information. The use of such inside information is unlawful and may lead to civil and/or criminal liability.

[!\[\]\(fe3aebe81acea8d45108cd2768939da7_img.jpg\) Learn More: **UiPath Insider Trading Policy**](#)

Use of Company Equipment

UiPathers are expected at all times to protect and maintain Company assets and to use its resources for legitimate business functions.

Sustainability

UiPath is committed to protecting the environment, and all partners shall be bound and expected to maintain environmentally responsible business practices and will comply with all applicable laws and regulations relating to the impact of their business on the environment.

Health and Safety

We monitor our facilities and protect against hazards that may cause serious physical harm in accordance with all local laws. All partners, including suppliers, shall be bound to maintain facilities where health and safety practices are conducted in accordance with the law and represents a priority.

Company Expectations



Company Expectations

This Code of Conduct is not intended to address every potential legal, regulatory, or ethical issue that you will face while working for or on behalf of UiPath. It is, however, intended to serve as a starting point for helping you in these matters and you are expected to comply with these standards.

When acting for or on behalf of UiPath you are at all times expected to conduct yourself in a legally and ethically compliant manner consistent with this Code of Conduct and UPath's values, policies, procedures, guidelines, and practices. When in doubt you are encouraged to communicate with a member of management, the People Team, or the Legal Team.

The Code of Conduct is endorsed by UiPath CEO and Board of Directors. Regular reports will be shared with them on matters related to this Code of Conduct.

Speak Up



Speak Up

Any violation of this Code of Conduct or any other UiPath policy or procedure may result in discipline up to and including termination of employment or of business relationship.

As a UiPather, if you become aware of any circumstances that are inconsistent with or in violation of this Code of Conduct you are encouraged to report such alleged conduct as follows:

1. Discuss with someone in your management chain or contact your People Team Business Partner or the Compliance team at legal.compliance@uipath.com
2. If you wish to report anonymously and/or do not wish to address with your managers or the People or Compliance Teams, you can use the means provided by the independent vendor as follows:



Phone: There are dedicated lines for each country where UiPath has an entity. Access uipath.ethicspoint.com and select the country you are located in. This action will display the hotline number for your country.



Web app: uipath.ethicspoint.com



Phone app: uipathmobile.ethicspoint.com



To avoid any appearance of a conflict, please be aware that no investigator will be involved in any investigation regarding a grievance in which they are named as an alleged wrongdoer or witness, or in which there is the potential for a conflict of interest to arise as a result of their participation in the investigation.

No retaliation will be taken against you for reporting a suspected violation of this Code of Conduct that you believe in good faith to be true, or for participating in an investigation.



All the necessary information on the UiPath policies is here.

Release date: April 16, 2021