

# Global Code of Conduct

Updated: July 2025



# Our Mission & Vision

## Mission

We are changing the trajectory of children living in poverty through **long-term, personalized support** and innovative **technology-enabled education**.

With the guidance of **inspiring role models**, we are equipping each child with the skills for the future and the confidence to succeed, both in school and beyond.

## Vision

We are shaping a world where, through **opportunity and compassion**, every child takes ownership of their path, **unlocking their full educational potential** and overcoming the barriers of poverty.

We are creating a generation **ready for what comes next**.

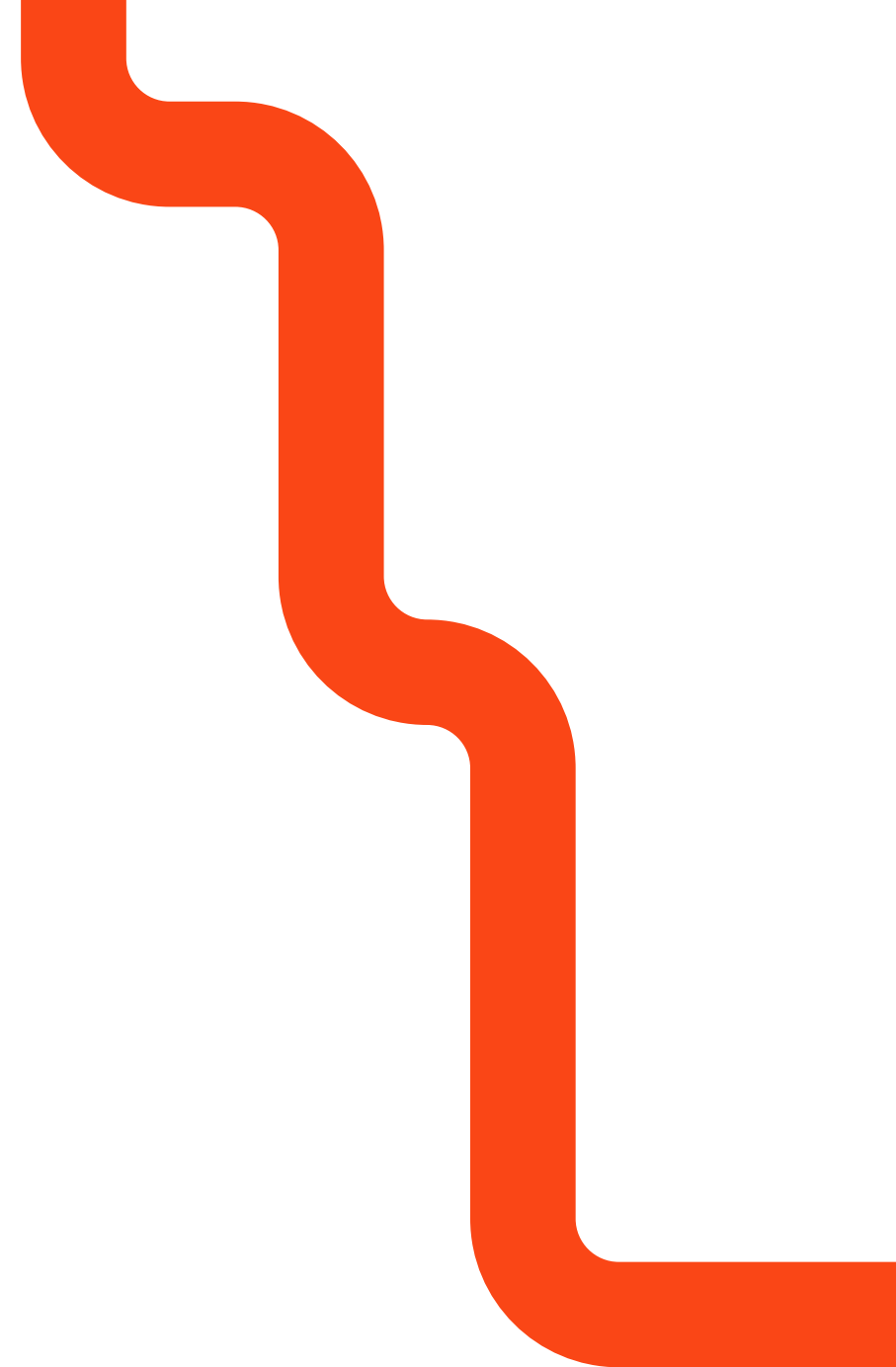


# Objective & Scope

To ensure that at all times all employees and partners acting on behalf of UiPath Foundation or having access to UiPath Foundation systems including its subsidiaries and affiliates (“UiPath Foundation”) act in good faith, with integrity and consistent with the Foundation’s values in order to maintain effective trust and credibility with our employees, partners, volunteers and communities in which we operate.

**The Code of Conduct is applicable to** all employees, freelancers, those employed by carriers or other contingent workers acting on behalf of UiPath Foundation, as well as the Foundation’s 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 Foundation may require.



# Our Values

**humbleness**

**From Poor to Powerful**

We empower children from underprivileged communities to develop the proper skills and own their path to the future.

**equality of respect**

**From Apathy to Autonomy**

We create collaborative ecosystems around children living in poverty, which in turn enable their communities to take action towards meaningful change.

**intellectual curiosity**

**From Trap to Talent**

We make sure talent is not trapped by poverty, and we provide free access to innovative support mechanisms.

**social responsibility**

**From Help to Hope**

We nurture the leadership potential of children living in poverty and encourage them to become agents of change within their communities and long-term role models.

# Our Culture: Our Most Valuable Asset

## 1 Treat people with dignity & balance

Treat our partners, beneficiaries, colleagues from UiPath Foundation and UiPath with dignity and balance.

Find the best solutions for the participants in our programs, not the most convenient for us.

## 2 Compassion

We take care of each other and of ourselves.

## 3 Learning

Learning is our mantra - we grow individually, we grow as a team and as an organization. Our own development enables the growth of the kids in our programs.

## 4 Authenticity

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

# Our Culture: Our Most Valuable Asset

## 5 Solution driven approach

We strive to fail gracefully at the attempt of having a problem for each solution.

## 6 Collaborative

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

## 7 Walk the talk on supporting social impact driven initiatives

We have the resources, we need the products/services, but we always keep in mind the social impact of our actions.

## 8 Authenticity

We're in the privileged position of guiding ourselves by the principle "Good enough is not enough."



## Our Policies

# People

## Equal Employment Opportunity Provider

At UiPath Foundation, 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.





# People

## Avoid Conflicts of Interest

UiPath Foundation employees 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 Foundation. UiPath Foundation employees 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 Legal Team. 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.



Conflict of Interest disclosures and queries should be addressed with the Legal Team at: **[compliance@uipathfoundation.com](mailto:compliance@uipathfoundation.com)**.

# Integrity

## Anti-Money Laundering Compliance

UiPath Foundation employees are prohibited from engaging in any activity that facilitates money laundering or the funding of terrorist or criminal activities in connection with the Foundation's mission. 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 Foundation expects all its employees to comply with all applicable anti-money laundering and countering the financing of terrorism laws and regulations.



# Integrity

## Anti-Money Laundering Compliance

UiPath Foundation employees are prohibited from engaging in any activity that facilitates money laundering or the funding of terrorist or criminal activities in connection with the Foundation's mission. 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 Foundation expects all its employees to comply with all applicable anti-money laundering and countering the financing of terrorism laws and regulations.

## Compliance with the Law

All UiPath Foundation employees, as well as its partners, are expected at all times to strictly obey all applicable laws and regulations.





# Integrity

## Anti-Bribery & Anti-Corruption

UiPath Foundation employees and those individuals or entities acting on UiPath Foundation's behalf shall at all times comply with all applicable anti-corruption and anti-bribery laws. Under no circumstances shall any employee or any person or entity acting on UiPath Foundation'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 Foundation.

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. Corruption disrupts the 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.



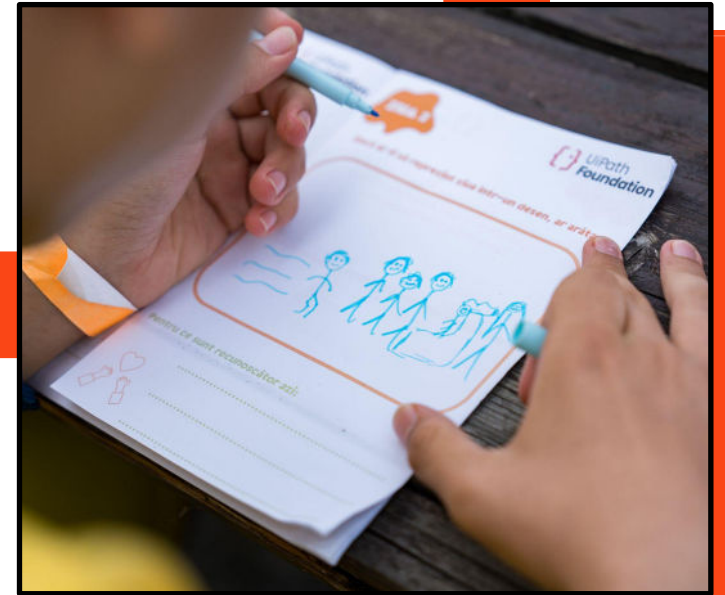
# Child Safeguarding

At UiPath Foundation we show **zero tolerance towards child abuse or any type of violence against children.**

This is why we implement the Child Safeguarding Policy, our written commitment to design and deliver programmes which are safe for children. It is our responsibility to make sure that our staff, operations, and programmes do not harm children.

The policy is constructed with behavioural guidelines to ensure all children are treated fairly and no harm could ever come through any activity, in any of our educational programmes, online or offline.

The Policy shall apply to the Staff and Board Members, Associates, Strategic Partners, other Partners, providers and to all persons associated with the Foundation including representatives of partners, volunteers, donors, journalists and others who come in contact with children due to their association or collaboration with the Foundation.



# Child Safeguarding

At UiPath Foundation we show **zero tolerance towards child abuse or any type of violence against children.**

This is why we implemented the Child Safeguarding Policy, our written commitment to design and deliver programmes which are safe for children. It is our responsibility to make sure that our staff, operations, and programmes do not harm children.

The Policy is constructed with behavioural guidelines to ensure all children are treated fairly and no harm could ever come through any activity, in any of our educational programmes, online or offline.

The Policy shall apply to the Staff and Board Members, Associates, Strategic Partners, other Partners, providers and to all persons associated with the Foundation including representatives of partners, volunteers, donors, journalists and others who come in contact with children due to their association or collaboration with the Foundation.





# Child Safeguarding

## Policy Statement

Children who come into contact with UiPath Foundation must be protected from deliberate or unintended actions that place them at risk of child abuse, sexual exploitation, injury, discrimination and any other harm.

In all actions concerning children, the welfare of the child is the paramount consideration with UiPath Foundation being committed to the principles of the Convention of the Rights of Children 1989 and its additional protocols, the Declaration of Human Rights 1948, all child related UN conventions, the European Convention on Human Rights and Child Protection Law, all of which promote respect for the rights of children.

The entire document can be read on our website in the [Child Safeguarding Policy](#) section.



For more information you can reach out to [safe@uipathfoundation.com](mailto:safe@uipathfoundation.com)

# Information Security

## Confidentiality & Information Security

UiPath Foundation employees 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 all information disclosed by a Party, except information that is: (i) already known to prior to disclosure, (ii) publicly known through no wrongful act or omission, (iii) received from a third party without violating any law or contractual obligation; (iv) independently developed without using the other Party’s CI, or (v) approved in writing for release by the Party owning the CI prior to the said disclosure.





# Information Security

## Data Privacy

UiPath Foundation employees and partners 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 Foundation. “Personal Data” relates to information allowing an individual to be identified, which includes amongst other things, names, addresses, images, and contact information. UiPath Foundation must keep Personal Data secure and access should be limited to those who are authorized and have a need for access to such data.



# Information Security

## 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 Communication team and its approved delegates are permitted to use the UiPa Social Media channels in the name and on behalf of UiPath Foundation. If you choose to talk about UiPath Foundation 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 **[office@uipathfoundation.com](mailto:office@uipathfoundation.com)**



# Information Security

## Financial Disclosures

UiPath Foundation is required to maintain accurate financial books and records reflecting the true nature of UiPath Foundation's operations and finances. Falsification of company 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 Legal Team, or Executive Director.

## Disclosure of Inside Information

As a UiPath Foundation employee, you may be privy to confidential financial information of UiPath Foundation 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 Foundation 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.





# Information Security

## Use of Foundation Equipment

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

## Sustainability

UiPath Foundation 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.



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

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



# Speak Up

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

As a UiPath Foundation employee, 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.

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.



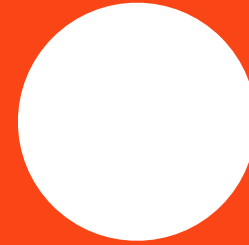
Discuss with someone in your management chain or contact Compliance team at **[compliance@uipathfoundation.com](mailto:compliance@uipathfoundation.com)**

# Thank you!

UiPath Foundation is a certified non-profit member of AmCham, and a level 1 certified Child Safeguarding organisation by Keeping Children Safe.

We are eligible for donations through CAF America.

For more information and further inquiries, please reach out to **office@uipathfoundation.com** or contact us on any of our social media platforms.



[facebook.com/UiPathFoundation](https://facebook.com/UiPathFoundation)



[instagram.com/uipathfoundation](https://instagram.com/uipathfoundation)



[linkedin.com/company/uipathfoundation](https://linkedin.com/company/uipathfoundation)



[uipathfoundation.com](https://uipathfoundation.com)