



# Global Code of Conduct



# A message from Daniel Dines Founder and CEO of UiPath

Team,

As we navigate our ever-evolving landscape, it is essential to ground ourselves in the core values that define who we are and how we operate. Being Fast, Immersed, Humble and Bold are at the heart of our mission - and our Code of Conduct represents how we live by these values every day.

With every decision and every action, we have an opportunity to represent our values and follow our Code of Conduct. Please take the time to read it and understand how it applies to your work at UiPath.

Let us all commit to upholding these standards, supporting each other, and striving for excellence in everything we do.

Sincerely,

Daniel Dines



# Contents

Section 1	<b>04</b>	<b>Objective and Scope</b>
Section 2	<b>05</b>	<b>Values and Culture</b>
Section 3	<b>06</b>	<b>Workplace and People</b>
Section 4	<b>10</b>	<b>Business Integrity</b>
Section 5	<b>18</b>	<b>Security and Privacy</b>
Section 6	<b>22</b>	<b>Compliance with this Code</b>



# Objective and Scope

This Code of Conduct sets the tone to ensure that you always have visibility into the standards accepted at UiPath, Inc. and all its subsidiaries or otherwise controlled companies (hereinafter “UiPath”). UiPath expects you to act in good faith, with integrity and consistent with its values in order to maintain effective trust with its employees, customers, business partners and communities in which it operates.

Employees, Executive Officers and members of the Board of Directors of UiPath are expected to comply with this Code of Conduct. The Code of Conduct also applies to freelancers, consultants, contractors, contingent workers, or carrier employees, irrespective of location, employed or otherwise contracted by a company inside the UiPath group in relationship with their work for UiPath. Collectively, the individuals subject to this policy are referred to as **“Covered Individuals”**, **“you”** or **“UiPathers”**).

After carefully reviewing the Code of Conduct, you must acknowledge that you have received, read and understood, and agree to comply with this Code. The acknowledgment must be made within thirty days of your receipt of this Code and on an annual basis or as UiPath may require.

# Values and Culture

We're striving to evolve and strengthen a high-performance and engaging culture. We recognize, reward and grow our people based on performance, potential and alignment to our values. We continue to create an inclusive environment where diverse perspectives are embraced, and employees can be themselves.

Our culture and **core values continue** to be our compass, always showing us the way forward:

## Humble

Humble is keeping an open mind. Cultivating kindness, we are team players. We are checking our egos, acting in the best interest of UiPath. We encourage the open and respectful exchange of ideas—from both within and outside of UiPath.

## Bold

Bold is speaking up. Acting with courage, we experiment, take smart risks and learn from them. We take decisions in a timely and effective manner, and we think big, going above and beyond.

## Immersed

Immersed is being curious, focusing on our work, our product and our strategy. Being passionate, we own everything we do. Being customer centric, we take time to understand their needs.

## Fast

Fast is practicing agility, not being afraid to pivot when needed. Prioritizing simplicity, we plan, and we drive results. Being proactive, we dig in whenever we see something can be done in a better way.

# Workplace and People



# Workplace and People

## 1.1 Equal employment opportunity provider

Our strongest asset is the people we attract, retain, and motivate. UiPath is a place where individuals from all backgrounds come together to rethink how the world works. As a proud Equal Opportunity Employer, we are committed to establishing and maintaining a work environment free of discrimination, retaliation, or harassment, and providing 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 Opportunity Employer](#) | [Disability Accommodation Policy](#) | [Global Employee Handbook](#) | [Employee Handbook - US Addendum](#)

## 1.2 Prohibition of harassment, discrimination and retaliation

We are mindful of our healthy work practices wherever we work so that we and people around us can thrive.


We are concerned about each other's wellbeing, and we work towards establishing an environment in which we are safe and free to accomplish our best.

Coworkers, supervisors, managers, owners and third-party employees are prohibited from discriminatory, intimidating, harassing or retaliatory behavior. UiPath takes allegations of

discrimination, intimidation, harassment, and retaliation very seriously and will promptly investigate and take appropriate corrective action when warranted.

## 1.3. Prohibition of threats and violence

We foster a workplace free of threats and violence. All disagreements must be managed respectfully.

 [Global Policy Prohibiting Discrimination, Harassment and Retaliation](#)

## 1.4 Avoiding Conflicts of interest

UiPath expects you to act in its best interest and avoid situations where personal interests could conflict or appear to conflict with those of UiPath. Situations that may be perceived or are a conflict of interest have to be disclosed promptly, as failure to disclose may itself be a violation of this Code of Conduct. These disclosures should include, amongst other things, personal financial interests or investments, conflicting personal relationships, outside employment or engagements, participation in external organizations, or accepting gifts or hospitalities that could influence business decisions.

Prompt disclosure of any actual or perceived conflict of interest as well as period certification of compliance are expected from you, at intervals decided by UiPath.

# Workplace and People

## Prohibited activities:

- **Taking any position with a competitor**, including service on boards or advisory committees of competing organizations. If you are unsure who a competitor is, contact the Ethics and Compliance Office.
- **Competing with UiPath, directly or indirectly**, including through personal business ventures, family members or by developing, promoting or supporting competitive products or services.
- **Supervising, hiring, evaluating or influencing employment decisions involving** a family member or a person you are romantically involved with.
- Having a **financial or personal interest** in a competitor, customer, partner or supplier while being in a position to influence such business relationship.

## Activities requiring disclosure and approval:

- Serving on a board of directors, advisory committees or similar governance bodies of a non-competing organization.
- Outside employment, consulting, or other business activities, paid or unpaid, that could affect your ability to perform your role in the best interest of UiPath.



For disclosures, queries, or checking out the [Conflict of Interest Policy](#), access the [Conflict of Interest](#) section on Inside UiPath. Executive Officers may reach directly out to the Chief Legal Officer.

## 1.5 Health and Safety

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

## 1.6 Professional Etiquette

UiPathers are required to conduct themselves professionally and adhere to company policies and standards of behavior during all company events and events where they represent UiPath. This includes but is not limited to maintaining respectful communication and interactions with colleagues, clients, and any other attendees, refraining from inappropriate language or behavior, and adhering to any event-specific guidelines.



[Events Code of Conduct](#)

# Workplace and People

## 1.7 Wages & Working Hours

UiPath is paying its employees based on the living wage and provides them with all social benefits required by law.

## 1.8 Social Responsibility

From our weekly 'Giving Tuesdays' to employee-driven volunteer projects, giving back is a part of who we are. It's not a side initiative—it's built into our culture. Our [Social Impact strategy](#) strengthens both UiPath and the places we call home. We encourage all our employees to volunteer and use their 5 Volunteering Time Off (VTO) days or Flexible Time Off (FTO) to give back to causes they care about, and organize quarterly volunteering drives.

If there is a social cause UiPathers wish to support, please do not make any promises or pledges on behalf of UiPath without proper approvals. You can either [submit it to Good Today](#) or send your request to [social.impact@uipath.com](mailto:social.impact@uipath.com) You can read more [here](#).

## 1.9 Human Rights

UiPath aims at empowering people through automation. UiPath stands for the protection of human rights, and does not tolerate forced labor, modern slavery, human trafficking,

child labor, or any form of torture, cruel, inhuman or degrading treatment.

UiPath acknowledges the Universal Declaration of Human Rights and the principles therein and requires all UiPathers to act accordingly. UiPath expects the same behavior from its business partners as reflected in the [Global Partner Code of Conduct](#).

[\\* Anti-Slavery and Anti-Human Trafficking Statement](#)

## 2.1 Environmental Responsibility

UiPath is committed to measuring, disclosing, and taking steps to reduce the impact of our operations on the environment. UiPath encourages environmentally responsible practices in our day-to-day interactions. We strive to create a healthier and more sustainable future for all by supporting the development of innovative solutions that address environmental challenges both at UiPath and with our partners and customers.

[\\* UiPath ESG page](#)

# Business Integrity

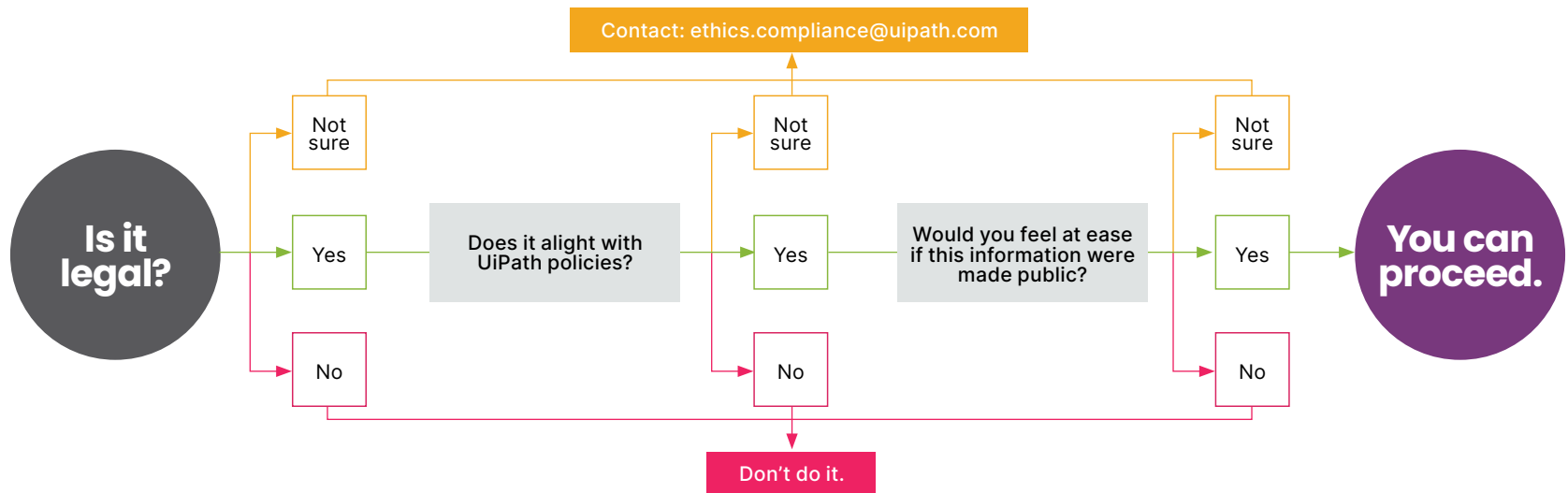
Agenda  
Top  
Principles  
Analysis  
Next Steps  
As a team  
To engage community  
May 4  
Authentic  
Workshop



# Business Integrity

## 2.1 Compliance with the Law


UiPathers, as well as our business partners, are always expected to comply with the legislation applicable to them, whether national, local or regional and industry standards in every jurisdiction where it operates. UiPathers are expected to understand and follow the laws and regulations relevant to their roles as well as UiPath policies and procedures.



# Business Integrity

## 2.2. Corporate Opportunities

You may not take personal advantage of business opportunities that arise through your work for UiPath that are presented to or discovered by you as a result of your position with UiPath or through your use of corporate property or information. If you believe an opportunity you acquired privately may be questionable you must disclose it and obtain pre-approval. You may not use your position with UiPath or corporate property or information for improper personal gain, nor should you compete with UiPath in any way.

 For disclosures, queries or checking out the [Conflict of Interest Policy](#), access the [Conflict of Interest](#) section on Inside UiPath. Members of the Board of UiPath, Inc. and Executive Officers may consult directly with the Chief Legal Officer.

## 2.3 Unauthorized Commitments

Only authorized employees may enter into commitments or agreements on behalf of UiPath. All business commitments with third parties must be completely and accurately documented, approved and recorded as per UiPath's policies, and applicable approval processes. UiPathers must not enter into side agreements, undisclosed agreements or informal commitments that are inconsistent with approved contracts or that have not been reviewed and approved through

the appropriate internal process. Side agreements are not acceptable as they may create legal financial or compliance risks for UiPath or may impact financial reporting.

## 2.4 Use of Company Assets

UiPathers are always expected to:

- Maintain and safeguard company assets, whether physical equipment, software licenses, or company data, to prevent unauthorized use, loss, or damage.
- Use all company-provided resources (e.g., computers, software) solely for legitimate business activities, and refrain from any unauthorized personal or third-party use.
- Encrypt, store, and transmit sensitive company data (including intellectual property and personal information) according to established security and privacy policies; never share credentials or confidential files outside authorized UiPath managed channels.
- Promptly report any suspected misuse, theft, or loss of company assets to IT

 [Acceptable Use Policy](#) | [Asset Management Standard](#) | [Cyber Security Policy](#) | [Information Security Management Standard](#) | [IT Business User Standard](#)

# Business Integrity

## 2.5 Fraud Prevention

Fraud generally involves intentional deception or misuse of company resources for personal or improper benefit. As UiPath is committed to doing business with Integrity and maintaining accurate financial records, fraud, dishonesty or misuse of company assets will not be tolerated. You are expected to protect both tangible assets, such as cash, property, or equipment, as well as intangible assets (e.g. intellectual property, confidential information, data).

### Examples of fraudulent or dishonest conduct:

- Misappropriation or unauthorized use of company assets, funds or property
- Forging, altering or destroying documents or records
- Submitting false or misleading expense claims, time reports or commission information
- Misusing confidential or proprietary information for personal benefit
- Intentionally misstating financial statements
- Destroying or manipulating UiPath records to conceal wrongdoing

 [Fraud Prevention Policy](#)

## 2.6 Anti-Bribery & Anti-Corruption

Bribery and corruption are bad for business as they erode the trust of Business Partners, employees and communities where UiPath is present and they undermine free markets.

You must always comply with applicable anti-bribery and anti-corruption legislation.

You must never offer, receive, promise, request, give or authorize the payment of anything of value (e.g., bribes, kickbacks, facilitation payments), directly or indirectly, to improperly influence a business outcome (e.g. winning a contract, influencing the procurement process, gaining access to non-public bid information, evading tax or penalties, expediting authorizations and permits), or to obtain or retain an unfair business advantage. Anything of value may include cash, gifts, travel, hospitality, employment opportunities, charitable donations or other benefits.

 [Anti-Bribery and Anti-Corruption Policy | Anti-Bribery and Anti-Corruption Statement](#)

To enforce these standards, UiPath set up an Anti-Bribery and Anti-Corruption policy and procedures. In short, these standards define:

# Business Integrity

## 2.6.1 Gifts and hospitalities (G&H):

Reasonable business courtesies may be appropriate in certain circumstance, but they must never be used to improperly influence business circumstances.

- Gifts, hospitalities or travel for non-employees, must be transparent, appropriate, modest, infrequent, unsolicited, and made in good faith. It is also prohibited to promise, receive, authorize or offer anything, regardless of the value, with corrupt intentions.
- Cash is never allowed. Cash equivalents, such as gift cards, are generally prohibited unless specifically authorized under limited circumstances.
- UiPathers must follow the Gifts and Hospitalities thresholds and processes established in the Anti-Bribery and Anti-Corruption policy.

[\\* Gifts, hospitalities and other benefits protocol | Gifts and hospitalities limits | Gift and hospitalities pre-approval request | Business meal pre-approval request](#)

## 2.6.2 Engaging with Government Officials

- Anything of value offered to governmental officials, people running for office, or political parties may be subject to strict legal restrictions, thus UiPathers must abide by the

local legislation and internal policies and procedures.

- UiPath maintains a policy of not supporting any political activity, unless explicitly authorized.
- Facilitation payments are not allowed.

[\\* Public Sector Engagement Guidelines](#)

## 2.6.3 Charitable contributions and sponsorships

- UiPath engages in charitable contributions and sponsorships in good faith, without seeking improper business advantages.
- Charitable contributions and sponsorship must be clear of conflicts of interest.

[\\* To seek guidance on the Anti-Bribery and Anti-Corruption policy or applicable legislation, reach out to the Ethics and Compliance Office at \[ethics.compliance@uipath.com\]\(mailto:ethics.compliance@uipath.com\).](#)

[Donations and Sponsorship Protocol | Social impact: UiPath Cares Social Impact - Sponsorship & Donations at UiPath](#)

## 2.7 Export controls and trade sanctions

A critical objective of export control laws is to prevent the proliferation of weapons of mass-destruction and to regulate

# Business Integrity


the development and export, re-export and transfers of dual use items (meaning items that can be used for both military and commercial purposes). UiPath software and services are subject to these regulations.

Trade sanctions target countries, entities or individuals that threaten national security. Under these laws, UiPath may be prohibited from making software and services available in certain countries, to certain individuals or entities.

Employees must not:

- Export, transfer, or provide access to UiPath products, services, software, or technology in violation of applicable export control laws or trade sanctions.
- Conduct business with restricted or sanctioned countries, entities, or individuals without proper authorization.
- Circumvent or attempt to bypass export control or sanctions screening processes.

UiPath maintains internal controls and screening processes to support compliance with export controls and trade sanctions. Certain employees may have additional responsibilities due to the nature of their roles.

 For more information, you can reach out to: [exportcontrol@uipath.com](mailto:exportcontrol@uipath.com) or see the following: [Export Control | Export Control, Trade Sanctions and Anti-Money Laundering Policy](#)

## 2.8 Anti-Money Laundering Compliance

Money laundering is the act of concealing the illegal origin of funds so they appear legitimate. Terrorist financing may involve using either legitimate or illegitimate funds to support unlawful activities. UiPathers must exercise diligence and report to the Ethics & Compliance Office 3rd party transactions that appear unusual, suspicious or inconsistent with legitimate business purposes.

UiPath personnel must remain alert to situations where our products, services, or platforms could be misused to facilitate financial crime.

 [Export Control, Trade Sanctions and Anti-Money Laundering](#)

## 2.9 Fair competition

UiPath competes fairly and in compliance with relevant antitrust rules, regulations and internal policies. UiPathers must not enter into or participate in agreements or discussions that involve:

- fixing or coordinating prices or commercial terms with direct competitors or partners
- allocate territories, markets, customers or opportunities
- participating in any form of bid rigging (e.g., fixing the outcome of a tender)
- exchanging confidential or commercially sensitive


# Business Integrity

information

- Commercially sensitive information included pricing, discounts, costs, business strategies, forecasts, customer lists, production plans, or other non-public information;


Warning signs:

- Partners sharing their pricing with competitors or requesting confirmation of prices offered to end customers
- Identical or coordinated bids from different partners submitted in a tender.
- Discussions with competitors regarding pricing, market strategy, customers or future plans.

 For more information, you can reach out to: [legal.competition@uipath.com](mailto:legal.competition@uipath.com) or see the following: [Competitive Intelligence Policy](#) | [Commercial Policy](#)

## 2.10 Fair dealing

UiPathers are expected to conduct business fairly, honestly and with integrity. UiPathers must not take unfair advantage of others through manipulation, misrepresentation, concealment of material facts, misuse of confidential information, or any other unfair business practice. Statements regarding UiPath's products and services must be accurate. Proprietary information from others should be acquired lawfully.

 For more information, you can reach out to: [legal.competition@uipath.com](mailto:legal.competition@uipath.com) or see the following: [Competitive Intelligence Policy](#) | [Commercial Policy](#)


## 2.11 Financial disclosures

UiPathers are 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 departure from these standards has a responsibility to promptly report their knowledge.

 [Whistleblower Policy](#)

## 2.12 Disclosure of inside information

As a UiPather, you may be privy to confidential 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. The use of such inside information with respect to purchasing or selling equity is unlawful and may lead to civil and/or criminal liability.

 For more information, you can reach out to: [legal@uipath.com](mailto:legal@uipath.com) or see the following: [Insider Trading Policy](#) | [Insider Trading Policy FAQ](#)

# Business Integrity

## 2.13 Responsible AI

When coupled with automation, AI can dramatically speed processes, improve decisions, and free people from an ever-wider range of repetitive tasks. But as with any powerful, transformative technology, AI must be thoughtfully managed to maximize its positive impact. We are committed to enabling the responsible and ethical application of AI + automation for UiPath, our customers, and our partners. All UiPathers should follow the applicable law and observe UiPath's policies and guidelines.

At UiPath, we are committed to maintain a proper balance between fast innovation and responsibility and it is why we aim to show up with accountability and proper safeguards and principles designed to safeguard fairness, transparency, and privacy. We encourage collaboration and accountability to uphold these principles.

Notably, UiPathers are asked to follow UiPath's approved processes for ingestion and use of AI systems and assess new AI vendors before deploying for internal use. AI systems must not be used for the prohibited use cases sanctioned under the EU AI Act. Attention must be given to use cases that may be deemed high-risk under the EU AI Act (such as AI systems that involve remote identification through the processing of biometric data, emotion recognition systems based on biometric data or AI systems used in recruitment or in employer – employee relationship) and which may always be brought to Legal at [legal.product@uipath.com](mailto:legal.product@uipath.com).

 [AI Governance Global Policy](#)


# Security and Privacy

# Security and Privacy

## 3.1 Confidentiality & Information Security

UiPathers must always hold in strictest confidence and not use (except for the benefit of UiPath) 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 UiPath, or to the UiPath’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.

 Promptly report any cyber security incidents or issues you notice using this [portal](#).

[Information security and privacy policies](#) | [Information classification policy](#)

## 3.2 Personal data privacy and protection

UiPath respect the privacy and protection of personal data. Personal data refers to information that identifies or can reasonably be used to identify an individual. When collecting, using, sharing or storing personal data, UiPathers must:

- be transparent in the way data is collected and processed
- collect and process personal data only for legitimate business purposes and limit the collection only to what is necessary for those purposes
- retain personal data only for as long as necessary
- allow access to personal data only on a need-to-know basis
- ensure data is securely handled and protected; restrict access to personal data on a need-to-know basis.

Personal data may be processed (collected, shared or otherwise handled) only when there is a lawful basis such as consent from the individuals whose data is being handled, performance of a contract, compliance with legal obligations, or other legitimate business purpose consistent with applicable law and vetted by the UiPath Legal Privacy team.

You must safeguard the Personal Data of employees, applicants, customers, partners and any other individuals

# Security and Privacy

whose Personal Data you may have access to.

For guidance on any of the above and in case you identify any unauthorised access to personal data or loss of personal data, you should immediately contact [privacy@uipath.com](mailto:privacy@uipath.com).

[Privacy Section of Trust and Security Portal](#)

## 3.3 Intellectual Property (IP)

At UiPath, IP rights are fundamental to preserving the creativity and innovation behind our products and services. It is the policy of UiPath to acquire, maintain, and protect all IP rights in the products and services that it develops, uses and licenses. This includes patents, trademarks, copyrights and trade secrets. Employees must protect UiPath's IP rights. All team members are entrusted with the responsibility of safeguarding UiPath's IP assets by ensuring confidentiality, reporting any suspected infringements, and supporting UiPath defend any third-party IP disputes. At the same time, UiPath's IP Policy requires employees to respect other parties' IP rights; thus, unauthorized use of third-party IP rights is prohibited, and compliance with any applicable terms and conditions is

mandatory. Together, we uphold ethical practices that protect our IP while fostering trust and collaboration with our external partners.

[IP Policy](#)

## 3.4 Advertising & Marketing Standards

UiPath personnel must ensure that:

- Marketing statement about UiPath products and services are accurate, clear, and supported by appropriate evidence.
- Comparisons with competitors are fair, factual and substantiated, and do not misrepresent competitors and their products.
- Competitor's intellectual property, branding and marketing materials are not infringed upon or improperly used.
- Publicity is not discriminatory or insulting.

Employees that are unsure whether a marketing claim or campaign complies with these principles should seek guidance from legal, Marketing or Ethics & Compliance teams before proceeding.

# Security and Privacy

## 3.5 Communications and use of social media

Social media is a valuable model to engage with customers, colleagues, and the public. This kind of interaction can build stronger, more successful business relationships.


Only the Social Media team and authorized representatives may communicate on behalf of UiPath through official Corporate Social Media channels.

When using personal social media accounts:

- Do not disclose confidential, proprietary or non-public information about UiPath, business partners or employees. Do not make public statement about UiPath's business, financial performance, customers or strategy unless authorized to do so.
- Make it clear the view is your own and not an official

position of UiPath

- Ensure statements are truthful and not misleading.
- Avoid communicating on matters outside your area of expertise.
- Conduct yourself respectfully
- If you are contacted by the media, analysts or asked to participate in interviews or to provide any public statements regarding UiPath, please contact the UiPath PR team ([pr@uipath.com](mailto:pr@uipath.com)) before responding.

 If you encounter content that exceeds your field of expertise, please refer them to [pr@uipath.com](mailto:pr@uipath.com) and [social.media@uipath.com](mailto:social.media@uipath.com).

[Social Media Policy](#) | [Communication Policy](#)

# Compliance with this Code



## Compliance with this Code

This Code of Conduct cannot address every situation that may arise in the course of UiPath's business. It is, however, intended to guide you on the standards of conduct expected when interacting with colleagues, customers, partners, suppliers or others.

All UiPath personnel (including those who act on behalf of UiPath) are expected to conduct themselves lawfully, ethically and in accordance with this Code of Conduct, UiPath's values, policies, procedures, guidelines and practices. When unsure of how to handle a situation, you are encouraged to communicate with a member.

of management, the People team or the Ethics and Compliance Office.

The Ethics and Compliance Standards are endorsed by UiPath CEO and Board of Directors who receive regular reports on matters related to this Code of Conduct.

Any waiver of this Code of Conduct for Executive Officers or members of the Board of Directors of UiPath may be authorized only by the Board of Directors or a committee of the Board and will be disclosed as required by applicable laws, rules and regulations.

## Speak Up

### Managers' responsibilities

Managers must act as role models and must guide their teams in doing the right thing, in acting with integrity, in safeguarding UiPath's values. Managers must listen to the employees, be impartial, protect confidentiality, protect them from retaliation and report promptly to the People team or the Compliance team if they become aware of situations that could be a breach of this Code of Conduct.


### Disciplinary Action

Any violation of this Code of Conduct or any other UiPath policy or procedure may result in disciplinary actions, up to and including, termination.

### No retaliation

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

Matters and investigations will be kept confidential to the greatest extent possible, and in accordance with applicable laws. However, UiPath cannot guarantee complete confidentiality of reported claims, given that it may need to disclose certain information on a need-to-know basis to

 All necessary internal information concerning UiPath policies and guidelines is available on [Inside UiPath](#).

# Speak Up

If you become aware of any circumstances that you believe in good reason are inconsistent with, or in violation of, this Code of Conduct, you have a responsibility to report such conduct through one of the reporting channels below:

