

Slavery and Human Trafficking Statement for the financial year ending in January 2024

Introduction

UiPath, Inc., including all of its affiliates or subsidiaries directly or indirectly owned or otherwise directed (collectively referred to herein as, “UiPath”) recognizes the seriousness and importance of combatting Modern Slavery and Human Trafficking. With respect to its employees and the operations of its business, UiPath is committed to ensuring the highest standards of welfare, safety and business practice, in accordance with all relevant legislation.

Organisation structure and business model

UiPath is an enterprise software business involved in the production of Robotic Process Automation (RPA) software. UiPath Inc. is a United States-based company. For the USA, Canada and Mexico, UiPath software is licensed from UiPath, Inc., for India UiPath software is licensed from UiPath Robotic Process Automation India Private Limited, and for the rest of the world it is licensed from UiPath SRL, an indirect Romanian-based subsidiary of UiPath, Inc. UiPath SRL also licenses agreements for customers in the United Kingdom. UiPath includes a UK-based subsidiary, UiPath UK Ltd, which is also 100% indirectly owned by UiPath, Inc.

UiPath provides Automation Software to private and public customers. UiPath reaches the market by selling directly to customers, or through resellers, distributors, or agents. At the same time, UiPath engages in Technology Alliance partnerships.

The Global Compliance Office, which resides in the Legal department, is responsible for designing and making sure the policies framework is developed, maintained and implemented. The Global Compliance Office makes sure that all policies are reviewed and updated by the respective owners annually. Policy ownership resides in various departments, however, in relationship with Modern Slavery and Human Trafficking, the policies of interest reside in the People Team, Procurement Department, Legal Employment and Global Compliance teams. All teams and functions cooperate globally to ensure Modern Slavery and Human Trafficking risks are mitigated as much as possible.

Sourcing

The Products and Services sourced to UiPath come from a global network of suppliers and are very diverse, from supplies necessary for the functioning of local offices to Software necessary globally for operating the business. Many of the UiPath providers are global, large companies aware of the legislation in place.

Policies on Slavery and Human Trafficking

We are committed to achieving the highest standards of welfare and safety for our employees, in compliance with all relevant legislation.

UiPath has in place a Business Code of Conduct (the “Code”), publicly available on www.uipath.com. The Code sets out UiPath’s expectations and defines the minimum standards of business conduct and business practices applicable to all clients, resellers, consulting partners, vendors, OEM, suppliers, agents, entities and/or individuals who do business with or on behalf of the UiPath (the “Partners”). The same Code needs to be acknowledged and accepted by all suppliers during their onboarding process.

UiPath also has in place an internal Global Code of Conduct that endorses that ethical and lawful behaviour is expected from all employees. Violations of the Global Code of Conduct can lead to disciplinary proceedings up to and including termination of employment or business relationship. Employees take annual training on key policies such as: Global Code of Conduct; Anti-Harassment, Anti-Discrimination and Anti-Retaliation; Anti-Bribery and Anti-Corruption; Data Protection; and Security.

UiPath makes accessible for all employees and contingent workers mechanisms to report unethical and unlawful behaviour, be it by reporting to the People Team or Compliance or by reporting anonymously through an independent 3rd party tool. Third parties can also report concerns anonymously, by accessing the independent 3rd party tool available on uipath.com.

Due diligence processes, contracting and other arrangements.

Adherence with the Code is necessary on our supply chain, end-to-end, from suppliers, to customers and resellers. The Code makes clear to our Partners the importance which we attach to freedom of association, lawful and freely chosen employment, standards of health and safety, the avoidance of child labor, equal opportunity, and human rights. The use of child labor is not permitted, and the Code makes clear that Partners are expected to adopt procedures to verify and maintain documentation that no workers are younger than permitted by local law. Partners must also follow all applicable local laws, regulations and standards concerning health and safety.

Modern Slavery Act

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and constitutes UiPath's slavery and human trafficking statement for the financial year ending January 2024. It has been approved by the Chief Legal Officer of UiPath.

Brad Brubaker
Chief Legal Officer

Mihai Faur
CIO & SVP Finance, Finance Operations

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Date: