



Purple Bird Technology

Human Rights Policy

Version 1.0

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Human rights are the fundamental rights, freedoms, and standards of treatment to which all individuals are entitled. This Human Rights Policy (Policy) formalizes Purple Bird Technology GmbH longstanding commitment to respect and uphold human rights for all. Our Policy stems from our Company's business practices which have been guided by the motto "Ethics First".

This Policy applies to all Purple Bird Technology GmbH employees. Purple Bird Technology also commits to adopt programs to address the specific human rights issues faced in our business.

The purpose of a Human Rights Policy is to establish a foundation for managing our business in accordance with these standards and we are committed to following all applicable employment laws wherever we operate.

Our Global Policies include:

- 1) Policy Against Discrimination and Harassment
- 2) Policy Against Sexual Harassment
- 3) Policy Against Human Trafficking, Slavery, and Child Labor
- 3) Freedom of Association and Collective Bargaining
- 4) Workplace Health and Safety
- 5) Diversity and Inclusion
- 6) **Reporting, Investigation and Remedy Procedures**

1) Policy Against Discrimination and Harassment

Purple Bird Technology GmbH has a longstanding policy that there will be no unlawful discrimination against any employee, temporary professional, applicant or client based on such individual's membership in a protected group (e.g., ancestry, race, color, religious creed, sex, pregnancy, genetic information, sexual orientation, gender, gender (including transgender) identity or expression, age, marital status, medical condition, mental or physical disability, national origin, citizenship/immigration status), or any other protected status under applicable law. Accordingly, Purple Bird Technology GmbH will not tolerate any discrimination or harassment.

In general, harassment is defined as inappropriate, unwelcome or offensive conduct, whether verbal, physical or visual where:

- Submission to or rejection of such conduct is used as a basis for employment decisions; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment

Examples of harassment may include, but are not limited to:

- Derogatory comments about an individual's membership in a protected group
- Visual messages that are degrading to or reflect negatively upon a protected group



- Jokes that have the purpose or effect of stereotyping, demeaning, or making fun of any protected group
 - Slurs that describe a protected group
 - Nicknames that relate to a person's membership in any protected group
 - Verbal or non-verbal innuendoes that relate to or reflect negatively upon any protected group
- Harassment includes incidents outside of the workplace if the persons involved include employees, temporary professionals, supervisors, applicants or clients.

2) Policy Against Sexual Harassment

Purple Bird Technology GmbH is committed to providing a working environment that is free of all impermissible forms of harassment. This includes sexual harassment. The company will not tolerate sexual harassment of or by any of its employees, temporary professionals, applicants or clients and will treat any violation of this policy as a disciplinary matter. In order to assure that all individuals fully understand what constitutes sexual harassment, this particular form of prohibited harassment is addressed below. Any unwelcome sexual conduct or sexual behavior that is offensive to a reasonable person may constitute sexual harassment. The commitment to a workplace free from sexual harassment extends to the conduct of third parties towards covered persons whether the conduct by a third party occurs on company premises or at another location.

Sexual harassment includes:

- Sexual advances or requests for sexual favors
- Unwelcome or offensive touching and other verbal, graphic or physical conduct of a sexual nature, including sexual gestures
 - Offensive remarks, jokes and other verbal, written or graphic commentaries of a sexual nature about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, gestures or invitations
- Physical conduct, including touching, assault, or impeding or blocking movements

Sexual harassment includes incidents outside of the workplace if the persons involved include employees, temporary professionals, supervisors, applicants and clients of Purple Bird Technology GmbH. Unwelcome sexual conduct is absolutely prohibited regardless of whether it involves individuals of different sexes or the same sex.

3) Policy Against Human Trafficking, Slavery, and Child Labor

Purple Bird Technology GmbH has a zero-tolerance policy that prohibits human trafficking, human trafficking related activities, slavery, and child labor.

Purple Bird Technology does not and will not permit its employees, temporaries, contractors, subcontractors, agents, and vendors to engage in any form of human trafficking, slavery, or use of child labor including but not limited to the following activities:

- Using any type of slavery or forced labor in the performance of any work;
- Engaging in any form of human trafficking for the performance of any work;



- Destroying, concealing, confiscating or otherwise denying access to any temporary or full-time employee's documents relating to immigration or work authorization issued by any government entity or issuing authority;
- Assisting or participating in any form of human sex trafficking;
- Charging any applicants or candidates recruitment fees;
 - If required by law or contract, failing to provide housing that meets the host country housing and safety standards; and
 - If required by law or contract, failing to provide an employment contract, recruitment agreement or other required work document in writing and in a language the employee understands.

Given the nature of our business, Purple Bird Technology GmbH does not have an extensive supply chain network. Our supply chains include, among others: office supplies including stationery; IT hardware and software; cleaning and catering services; advertising and print services; office build out and building maintenance services;

Purple Bird Technology GmbH is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to prevent human trafficking, slavery, or child labor anywhere our business operates globally.

Purple Bird Technology GmbH will not tolerate any form of human trafficking, slavery, or child labor. Action will be taken against employees for violations of this policy. Any violation of this Policy is subject to removal from the contract, reduction in benefits, and/or disciplinary action up to and including termination, subject to applicable law. Violation of applicable laws may also result in criminal prosecution of responsible individuals.

4) Freedom of Association and Collective Bargaining

We encourage our employees to share their ideas, concerns or suggestions in an environment of cooperation and teamwork, and also encourage managers and supervisors to forge productive working relationships with all employees.

5) Workplace Health and Safety

Purple Bird Technology GmbH's policy is to strive to provide each employee, temporary professional, applicant or client with a safe and healthful work environment. We do this by promulgating health rules and safety practices that contribute to a safe and healthy workplace and by complying with all applicable health and safety rules, regulations and laws.

Each person has responsibility for maintaining a safe and healthy workplace for all by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Violence and threatening behavior are not permitted. Persons should report to the work environment in condition to perform their duties, free from the impairment of legal or illegal drugs or alcohol. The sale or use of illegal drugs on the premises of Purple Bird Technology will not be tolerated.



6) Diversity and Inclusion

Purple Bird Technology GmbH recognizes the importance of having a variety of backgrounds, perspectives and experiences represented throughout the company. This includes people of different ethnicities, races, religions, genders, sexual orientations, physical abilities, ages, educational backgrounds and social classes.

Purple Bird Technology GmbH welcomes diversity in all forms and is firmly committed to providing equal opportunity when it comes to our workforce, leaders and executives. Our strategy is to hire skilled and experienced personnel into our workforce, regardless of race, age, ethnicity, gender, disability, ethnicity, nationality, religion or sexual orientation.

Our company was founded on the principle "Ethics First," which includes embracing the value of our diversity in all forms. And as we do, we unlock the vast potential for innovation by nurturing inclusivity, reflecting the cultures we serve and bringing our authentic selves to work.

7) Reporting, Investigation and Remedy Procedures

Purple Bird Technology GmbH has implemented a process for reviewing reports of violation of its policies or other allegations of misconduct.

Email reports may be made to compliance@purplebirdtechnology.com.

Purple Bird Technology GmbH undertakes to promptly investigate reports received and to pursue reasonable and appropriate action to remediate any violations substantiated by an investigation. Those who violate the Policy may be subject to disciplinary action up to and including termination.