

# Our Code of Conduct Principles

## **1. Our Commitment to Integrity**

- a) At Blue Yonder we follow our Code of Conduct, our Blue Yonder Corporate Policies, and all applicable laws. We make our decisions based on these standards, considering our organizational values and our commitment to doing the right thing.
- b) We speak up when we have questions and concerns and report issues to our manager, Associate Success, the Legal department, or [BY EthicsLine](#). Blue Yonder does not tolerate any retaliation against those who speak up, and those that retaliate against those that speak up will be disciplined.
- c) When reports are made Blue Yonder consistently acts to review and investigate the report and resolve the report appropriately.
- d) We expect everyone to live by our Code and expect our Blue Yonder Managers to be role models with an open door approach and willingness to answer questions and escalate concerns.

## **2. Our Commitment to Our Team Members**

- a) We maintain a respectful workplace and work together as a team. We do not discriminate or harass, and we speak up when we observe abusive conduct.
- b) We maintain a healthy and safe workplace.
- c) We protect personal data and only collect, transfer, and use such information for specified business purposes in accordance with applicable law.

## **3. Our Commitment to Blue Yonder**

- a) We avoid conflicts of interest where our own personal interests interfere with those of Blue Yonder, and where potential conflicts of interests exist, we disclose them to our manager, Associate Success, the Legal department, or our [BY EthicsLine](#) and seek to resolve any potential issues that result.
- b) We follow all record retention procedures, and we ensure that all accounting and financial reporting is accurate and complete.
- c) We maintain confidentiality and protect proprietary and confidential information that belongs to Blue Yonder and Blue Yonder's customers, partners, and other third parties.
- d) We thoughtfully use and maintain Blue Yonder's assets for the purpose of conducting Blue Yonder's business and understand that while we can use resources in a limited personal manner, we can expect no right to privacy when using Blue Yonder assets and systems.
- e) We do not speak for Blue Yonder unless authorized to do so, and we are careful and thoughtful when we use social media and otherwise speak or communicate publicly.

#### **4. *Our Commitment to Customers and Communities***

- a) We do not bribe. We do not accept bribes. We do not work with partners or other third parties who bribe or engage in corrupt practices.
- b) We are careful and thoughtful when giving modest gifts and reasonably entertaining. We keep accurate records of expenses related to gifts and entertainment.
- c) We engage in fair and open competition. We do not make agreements with our competitors to fix prices or terms, or otherwise agree to divide or allocate business.
- d) We follow all trade laws. We comply with sanction rules and are diligent to ensure that we are complying with all export regulations for our products, services, and technology.
- e) We maintain and protect customer and other third-party assets that we have care or custody over. We do not violate the intellectual property rights of third parties and we maintain confidentiality and privacy of our partner's data.
- f) We watch for signs of money laundering and report any concerns appropriately.
- g) We engage in political activities on our own time and do not suggest or claim Blue Yonder's support for any issue, candidate or campaign.

#### **5. *Waiver***

- a) Our Code provisions may not be waived except by the Board of Directors for officers and directors, or the CEO in the case of waiver for associates.

#### **6. *Speak Up!***

- a) Compliance with our Code, our policies, and the law requires everyone to be familiar with the standards that apply to their role – and requires us all to be ready to speak up when we have any questions or concerns.
- b) We have many different resources we can use, including our manager, Associate Success, the Legal department, and our [BY EthicsLine](#).

***Our Blue Yonder Code of Conduct can be found [here](#).***