



Genesys Events Code of Conduct

Purpose

Genesys ("Genesys" or the "Company") is dedicated to holding work-related events that are a positive experience for all attendees and participants. Such events are designed to be inclusive, discrimination- and harassment-free, and subject to a code of conduct as set out below. This code of conduct ("Code") applies to all Genesys events as defined below (whether formal, informal, or otherwise), and applies to all Genesys employees, contractors, customers, trainees, and partners. This Code does not replace and is intended to operate in tandem with Genesys' Code of Conduct, which will remain in force for all Genesys employees, contractors, customers, trainees, and partners.

Scope

Genesys events are intended to be a positive experience for all attendees and participants regardless of their sex, gender, family status, nationality, ethnicity, race, age, body size, cognitive abilities, religion (or lack thereof), or any other protected categories under applicable law.

This list is not exhaustive, and it is intended to cover all categories protected by applicable law. This Code includes but is not limited to the following events, whether they occur online or in person (each, an "Event"):

- Company events/conferences.
- Forums or workshops.
- Parties/celebrations/trips.
- Any event that is held or celebrated or otherwise involves the Company where more than one (1) employee, contractor, customer, partner, trainee, or any other person related with Genesys is an attendee or participant, whether Genesys is a formal host or sponsor of such an event or not.
- Community service events.

Expected Conduct During Events

- Conduct yourself with professionalism, sensitivity, and respect toward others.
- Consider Event-related guidance on professional attire and dress accordingly.
- Take a collaborative approach while working with others.
- Comply with, and be aware of, Company policies and global differences that may impact attendees and/or participants.
- Comply with any venue rules and/or applicable country laws.
- Ask permission to photograph or video attendees and participants.
- If alcohol is offered at an Event, consume responsibly, and do not exceed the applicable legal limit for intoxication.

Unacceptable Conduct

- Behavior, jokes, materials and/or speech which is offensive, demeaning, discriminatory, derogatory, hostile, or harassing to others, or is otherwise unlawful under applicable law, particularly regarding the abovementioned protected categories. Genesys has zero tolerance for any type of discrimination, harassment, and/or otherwise demeaning speech, materials, or behavior against any event attendees or participants.



- Written, verbal, or physical abuse including but not limited to threats, intimidation, physical force, and/or possession of weapons of any kind (except where such possession is otherwise permitted by the venue where the Event is held).
- Offensive, lewd, or sexually explicit behavior, language, or physical contact, as well as racial, religious, or ethnic slurs.
- The sharing of sexual or offensive imagery.
- Possession or use of illegal substances.
- Providing illegal substances or alcohol to underaged persons at the Event.
- Destruction or vandalization of property.
- Excessive alcohol intoxication. If alcohol is offered during an Event, consume responsibly, and know your limits.

If you witness or experience Unacceptable Conduct

- Speak up – contact a member of the Human Resources team, the Genesys management team, or another channel as set forth in the Company's anti-harassment/anti-discrimination policy applicable to your jurisdiction.
- Call emergency services where there is an injury or a reasonable threat to life or safety.

Violations of Policy

Any violation of the guidelines in this Code will be considered misconduct and could subject the employee to disciplinary action, up to and including termination, as permitted by applicable law. If you participate in Unacceptable Conduct at an Event:

- You may be asked to leave an Event and/or prohibited from attending future Events.
- You may be subject to the usual Company procedures for dealing with misconduct, subject at all times to applicable Company policy and, where required by law, a fair process.
- Disciplinary action may be taken at Genesys' sole discretion, up to and including termination of employment.

Nothing in this Code is intended to interfere with or prohibit an employee or other covered individual from engaging in conduct that is protected under applicable law or collective bargaining or other agreement.

Thank you for your help to ensure our Genesys-sponsored events are safe, fun, harassment-free and welcoming to everyone. If

you have questions about the Code or its application, please contact HR@genesys.com.