

Introduction

This statement affirms Camunda's (collectively with its affiliates, "Camunda", "we", "our", "us") commitment towards respecting human rights. We stand up for the fundamental rights and dignity of everyone associated with Camunda.

For the purposes of this statement, "Suppliers" refer to upstream entities providing goods or services to Camunda, while "Business Partners" include downstream entities such as resellers and customers with whom Camunda maintains a commercial relationship.

Camunda aligns its practices of conducting business with the principles outlined in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labor Organization, which govern international labor standards. We make sure to comply with all relevant laws in every location we operate in and aim to cultivate an environment that values the inherent dignity and worth of each individual, promoting respect for human rights among everyone connected to Camunda.

Commitment

At Camunda, we hold the fundamental belief that every individual's human rights are inviolable and must be upheld without exception. We are dedicated to fostering a workplace that respects the human rights of all our employees.

Camunda strives to cultivate an environment of diversity, equity, and inclusion where every individual is embraced and encouraged to share their ideas, creating a robust and effective workspace. Discrimination, harassment, and any form of inequality have no place within Camunda. We provide a safe and inclusive environment where each person's background and perspective are valued assets, contributing to our collective success.

Employee well-being and the right to a healthy work-life balance are of paramount importance to us. We strictly prohibit the use of forced labor and exploitative working conditions. The term "forced labor", as defined by the International Labour Organization (ILO), refers to work or service that is extracted from a person under the threat of a penalty and for which the person has not offered themselves voluntarily.

We do not engage in any activities that involve employing individuals below the legal working age or participating, enabling, or causing the use of child labor, forced labor, or exploitative working conditions. Our commitment remains steadfast in upholding these principles and promoting a responsible and ethical work environment.

At Camunda, every Camundi receives legally mandated benefits, working hours, and compensation. We have a Flexible Time Off policy where Camundi can take additional vacation days besides the legally mandated requirement, so long as business continuity is maintained. Furthermore, we also have Employee Resource Groups (Women + and LGBTQAI+) to ensure we are creating and maintaining a working environment that reflects our philosophies.

Camunda is committed to maintaining an open and supportive environment where any concerns related to human rights violations, discrimination, or unfair treatment can be raised without fear of retaliation. Employees are encouraged to speak up through internal reporting channels or the Whistleblower platform, and all concerns will be handled confidentially and appropriately.

Camunda commits to identifying and addressing any potential risks related to forced labor in its operations and supply chain. This includes training relevant staff, conducting periodic risk assessments, and taking corrective action where needed.

Supply Chain and Due Diligence

As an organization, we embrace our responsibility to respect and uphold human rights, not just within our own operations but also in our supply chain (both upstream and downstream). Camunda diligently undertakes Compliance Checks on upstream and downstream Business Partners (including Customers, Resellers, and Partners).

Compliance Check is a process of conducting a risk-based assessment that involves comprehensive screening and monitoring of the risks in the areas of export law, human rights, and environment. This thorough assessment allows us to: i) ensure that Camunda's product is not engaged in causing or contributing to any human rights-related violations; ii) gain a comprehensive understanding of the actual and potential human rights impacts associated with engaging with its Business Partners; and iii) identify whether our Business Partners are in compliance with international human rights standards laid out in the globally recognized international human rights standards such as the Universal Declaration of Human Rights, United Nations Global Compact, and the core Conventions of the International Labour Organization. Where applicable, Camunda also aligns its due diligence processes with national legislation, such as Germany's Supply Chain Due Diligence Act (LkSG), to strengthen accountability and risk mitigation within its supply chain.

Our dedication to responsible management and collaboration with our Suppliers is established in the [Supplier Code of Business Conduct](#) ("Code"), which comprises a comprehensive set of ESG criteria. This Code mandates that our Suppliers conduct themselves ethically while adhering to relevant laws and regulations. Specifically, they must adhere to laws concerning labor, wages, benefits, health, and safety. Additionally, they are obligated to safeguard the human rights of their workers, uphold their right to associate freely, refrain from discriminatory practices in hiring and employment, abide by environmental regulations, adopt practices that ensure environmental protection, and treat their employees with esteem and decency.