

## CODE OF CONDUCT

### 1 Introduction

The Connectivity Standards Alliance (Alliance) is committed to creating a safe and healthy environment that promotes respect, dignity, integrity, professionalism, ethical behavior and compliance with applicable laws and regulations. This Code of Conduct sets forth requirements for conduct to promote that environment.

Adherence to this Code of Conduct is required of all Alliance member representatives, Alliance staff, contractors, vendors, and guests participating in any Alliance activity (Participating Individuals). Those activities include, but are not limited to, Alliance meetings (both in-person and virtual), Working Group meetings, Tiger Team meetings, Member meetings, Board and Board Committee meetings, Alliance-sponsored social and other events, other events and activities where Participating Individuals are representing the Alliance, and any oral or written (Teams, Slack, email, *etc.*) communications involving Alliance work and/or activities.

### 2 Expected Professional Behavior

Respectful and professional behavior is required at all times. Participating Individuals shall:

- Comply with all applicable laws and regulations.
- Support the Alliance's governing documents, including its Bylaws and policies.
- Behave professionally, ethically, and respectfully.
- Communicate with consideration for others, valuing diverse views and minority opinions.
- Adhere to basic principles such as fairness, due process, and common sense.

Inappropriate behavior may create an intimidating, hostile, humiliating, or offensive environment or unreasonably interfere with a person's ability to participate in Alliance activities. It is not possible to list all behavior that may be inappropriate, however the following are representative examples:

- Making statements or gestures that a reasonable person would consider personal attacks or intimidating.
- Bullying, harassing, ridiculing, or maligning a Participating Individual, their employer, their employer's products or services, or their position on a matter under discussion.
- Making offensive, degrading, discriminatory, harmful, or prejudicial statements or gestures related to gender, sexual orientation, race, religion, disability, age, appearance, *etc.*
- Engaging in unwelcome physical interaction, sexual language, advances, or conduct.
- Violence or threats of violence.
- Failing to adhere to hotel or venue policies.
- Failing to comply with applicable laws and regulations.

Inappropriate behavior will not be tolerated. When it occurs, Participating Individuals should request anyone engaging in inappropriate behavior to stop or seek Alliance staff assistance to

make that request. When asked, a Participating Individual engaged in inappropriate behavior must comply with a request to stop immediately.

### **3 Compliance with Laws and Regulations**

The Alliance must comply with applicable laws and regulations in all countries and territories where the Alliance engages in business. Participating Individuals must comply with applicable laws and regulations in all countries and territories where Participating Individuals engage with the Alliance or each other related to Alliance work and/or activities.

The Alliance and Participating Individuals shall:

- Reject bribery, extortion, fraud, corruption, embezzlement, unlawful kickbacks, *etc.* in all forms
- Comply with applicable export control laws and regulations
- Not discriminate against any Participating Individual based on race, ethnicity, sexual orientation, gender, religion, age, disability, or nationality

### **4 Reporting and Follow Up**

The Alliance takes allegations of a violation of this Code of Conduct seriously and will investigate all such complaints promptly. Participating Individuals are encouraged to report violations of this Code of Conduct to Alliance staff, including Alliance leadership. Investigations will generally be kept confidential, with disclosures of information only within the Alliance, to appropriate legal authorities, if required or needed, or to employers. Violations of this Code of Conduct are subject to action, consequence and/or remediation by the Alliance in the Alliance's discretion, including, but not limited to, issuing oral or written warnings, notice to employers, notice to appropriate legal authorities, placing violators on probation, or removal/exclusion of violators from future Alliance activities on a temporary or permanent basis. Individual legal authorities may take additional action against Participating Individuals.

### **5 No Fear of Retaliation**

This Code of Conduct is designed to support the Alliance's commitment to integrity, ethical behavior, and compliance with applicable laws and regulations. As such, the Alliance will not tolerate direct or indirect retaliation against any individual who reports a violation of this Code of Conduct or provides information related to any investigation. Any form of retaliation is considered a violation of this Code of Conduct and will be treated as such.

### **6 Disclaimers**

Other than as required by applicable law with respect to Alliance employees, the Alliance assumes no liability or responsibility for the actions or inactions of any Participating Individual, and is not responsible for protecting the safety or well-being of Participating Individuals. The Alliance is also not obligated to notify Participating Individuals about applicable laws or regulations or ensuring that a Participating Individual complies with same.

Any Participating Individual who feels their safety or well-being is at risk due to a violation of this Code of Conduct or otherwise is encouraged to take immediate appropriate steps to ensure their personal safety and well-being.

This Code of Conduct does not replace applicable laws or regulations, and where applicable laws or regulations conflict with this Code of Conduct, the applicable law or regulations take precedence. Where this Code of Conduct sets a higher standard than set forth in applicable law or regulations, this Code of Conduct shall take precedence.

Version Tracking:

Version 001: Approved by the Board of Directors, 17 January 2024