

## Deriv Affiliate Conference Code of Conduct

1. Any affiliate and their invited guest who participate in the event (“Participants”) must contribute to an environment of respect towards the staff and those involved, as well as appropriate behaviour in meetings or conferences, maintaining professional behaviour. Deriv (“Company”, “we”, “us”, “our”) emphasises values such as equal treatment, respect, dignity, and rejection of any behaviour that constitutes verbal or physical violence.
2. The following is a non-exhaustive list of behaviours considered to be inappropriate for the duration of the conference, meeting, or activity, whether physical or online:
  - a. The use of insulting, humiliating, or intimidating expressions and manners in all areas
  - b. All kinds of physical or verbal sexual harassment or coercion — including acts of sexual or intimate innuendo, intentional brushes, obscene and inappropriate language delivered by any means (spoken, written, digitally communicated, etc.) — and other gestures or contact of sexual nature that is likely to offend or humiliate the other party
  - c. Expressions of sexist and xenophobic content, which is likely to create an uncomfortable, offensive, or discriminatory environment
  - d. Direct or indirect acts of non-sexual harassment, including any behaviour, action, or comment that is discriminatory, intimidating, insulting, or threatening
  - e. Any act of violence, whether physical or verbal, through all available communication channels (in person, via social networks, private messages, etc.)
  - f. Jokes or comments regarding age, appearance, ethnicity, gender, race, religion, or any other characteristics are not tolerated.
3. If a Participant fails to comply with any of the provisions of the Code of Conduct, the Company may take disciplinary action, which may include, but not limited to, verbal warnings, written reprimands, cancellation of the affiliation to the Company, revoked benefits and/or termination of membership. Violations will be analysed on a case-by-case basis and pertinent measures will be taken accordingly and at the discretion of the Company.

## Consequences of these acts

Depending on the gravity of the act, the following measures may be taken against the reprimanded person at the discretion of the Company:

### Mild severity:

- First instance: A meeting is held and a warning is given to the aggressor.
- First recurrence: The Company reserves the right not to include the aggressor in future events.
- Repeated recurrence or serious first offence: In the case of repeat offences from an affiliate or in the event that the first offence has threatened the safety, integrity, and dignity of the person attacked, the Company will evaluate the possible cancellation of your membership. Deriv chooses not to interact with people who do not align with the Company's values. The decision will be communicated verbally and in writing to the parties involved.

### Severe severity:

- All benefits and coverage granted by the Company are revoked. The aggressor will be charged for their stay and any other incurred expenses.
- The victim has the right to escalate the incident to the local authorities.

I, \_\_\_\_\_, of ID/passport number  
\_\_\_\_\_, and Deriv affiliate ID  
\_\_\_\_\_, hereby agree to abide by the above Code of Conduct.

\_\_\_\_\_

Affiliate's signature

\_\_\_\_\_

Date

