



Human Rights Policy

(as amended through March 22, 2022)

Human Rights Policy

At PROS, our mission is to help people and companies outperform by enabling smarter selling in the digital economy while demonstrating our core values of ownership, innovation and care. As a software company with enterprise customers around the globe, PROS recognizes the role that we have respecting human rights, through our employees, partners, suppliers and customers.

Our People

Our people are our most important asset, and we believe that our success as a company is achieved with a broad mixture of ideas, perspectives and backgrounds in our employees. We are proud to be a global company with a diverse workforce. We support our employees and are committed to respecting their fundamental rights at work.

- We do not tolerate unlawful discrimination or harassment against anyone on the basis of race, color, national origin, ancestry, caste, ethnicity, citizenship status, religion, sex (including pregnancy, breast feeding, child birth or related medical condition), sexual orientation, gender (including gender identity and gender expression), marital and familial status, disability status (both physical and mental), genetic information, age, military and veteran status, protected activity (such as opposition to, or reporting of, prohibited discrimination or harassment), or any other characteristic or status protected by applicable law.
- We do not accept forced, indentured or prison labor.
- We comply with minimum age laws and requirements and do not employ child labor.
- We strive to protect our personnel from conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances, threats of physical harm or violent behavior, and use of discriminatory slurs or inappropriate remarks or jokes.

We will promptly investigate any reports of harassment, discrimination, or workplace violence and take corrective action as needed. PROS will not retaliate for reporting a concern or allegation in good faith. Retaliation is prohibited by our policies and may result in disciplinary action, including termination of employment or affiliation with PROS.

We encourage any employee who observes, is informed of, or experiences harassment or a violation of our [Code of Business Conduct and Ethics](#), to talk to their manager, their HR representative or submit a report using our EthicsPoint Hotline (pros.ethicspoint.com) where the option exists to remain anonymous to the extent permitted by applicable law.

Our Suppliers

The PROS Supplier Code of Conduct articulates our foundation of integrity, honesty and ethical conduct and emphasizes the importance that our suppliers meet those same standards. As a company, our core values depend not only on our employees but also upon forming relationships with suppliers who share our commitment to ethical business practices. The PROS Supplier Code of Conduct articulates our own commitment and our expectations of our suppliers.

PROS upholds standards that require our suppliers to treat their own employees fairly in accordance with local laws and regulations regarding labor and employment, including slavery and human trafficking. PROS statements of disclosure articulate our policies and practices around recognizing and preventing human trafficking and slavery, in accordance with various requirements around the world. Read [PROS Labor Practices Statement](#).

PROS may audit compliance with our Supplier Code of Conduct, and a violation of our Supplier Code of Conduct may result in corrective action or termination of a supplier's relationship with PROS.

Our Customers

As a software company, PROS is a steward of data for our customers, employees, vendors, and other third parties we do business with. Trust is important to us, and we take this responsibility seriously. We comply with applicable global data protection and privacy laws to protect confidential information that is entrusted to us.

Our [Privacy Policy](#) explains how we access, collect, use, share, transfer and store this information as permitted by law and in accordance with our privacy policies. All of our employees, contractors and suppliers who process personal data on our behalf are required to abide by our Privacy Policy.