

The header features a dark space background with colorful nebulae and a blue spiral galaxy on the right. The text 'QUANTUM UNIVERSE CODE OF CONDUCT' is centered in large, bold, white capital letters. A colorful, multi-faceted geometric shape is positioned behind the word 'UNIVERSE'.

- ✓ We always maintain a professional conduct and show our mutual respect and appreciation for the work of each of our colleagues, regardless of their gender, sexual orientation, nationality, culture, ethnicity, religion and age.
- ✓ We commit to be fair, unbiased and helpful towards all our colleagues, at any level of career. We give our best to include everybody in our community and provide everybody with the resources they need to succeed.
- ✓ Microaggressions, sexual harassment, bullying and offensive jokes will not be tolerated in any form. We will actively intervene in case we observe any wrong behaviour.
- ✓ We will make the entire community and newcomers aware of this Code of Conduct, which must be strictly adhered to. Failure to do so will have consequences.

**If you experience an unwanted aggression of any kind, speak to your supervisor, the Diversity Officer, or Diversity Director who you may contact via E-Mail. Confidentiality will be strictly respected and actions in violation of this Code of Conduct will be taken.**