

# Code of Conduct for Business Partners

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## Table of Contents

- 1 Introduction ..... 2**
  - 1.1 Intended Purpose ..... 2
  - 1.2 Scope ..... 2
- 2 Society ..... 3**
  - 2.1 Human Rights ..... 3
  - 2.2 Health and Safety ..... 3
  - 2.3 Environmental Sustainability ..... 3
- 3 Ethical Business Practices ..... 3**
  - 3.1 Compliance with Applicable Laws, Rules and Regulations ..... 3
  - 3.2 Anti-Bribery and Anti-Corruption ..... 3
  - 3.3 Data Protection ..... 3
- 4 Information Security and Business Continuity ..... 4**
  - 4.1 Information Security ..... 4
  - 4.2 Business Continuity ..... 4
- 5 Compliance ..... 4**
- 6 Acknowledgement ..... 5**

## History

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# Code of Conduct for Business Partners

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## 1 Introduction

For Securosys, business relationships and interactions, among each other and with all stakeholders, are based on trust, integrity, responsibility, open communication, fairness and mutual respect. Neglecting or disregarding this basic rule in order to achieve business advantages is contradictory to our corporate culture. We expect our business partners (and the business partners of our business partners) to adhere to these basic values and apply them in the way they do business with Securosys in particular, but also in general.

### 1.1 Intended Purpose

Our reputation for integrity, and therefore our continued success, depends on conducting our business honestly and in accordance with our legal and regulatory obligations. Fraud, dishonesty, unethical or criminal conduct by any business partner or person doing business with us will not be tolerated.

### 1.2 Scope

This Code of Conduct applies worldwide, wherever and whenever the Securosys business partner is active.

The rules of this Code of Conduct bind the Board of Directors, the management and all employees of the business partner.

Securosys reserves the right to terminate the business relationship if the business partner violates the compliance rules.

File	Code of Conduct for Business Partners.docx			
Version	Created	Modified	Status	Page
1.0	AC / 2020-11-10	--	released	2 / 5

## Code of Conduct for Business Partners

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### 2 Society

#### 2.1 Human Rights

Securosys is committed to supporting the protection and promotion of human rights throughout the entire supply chain. We expect our business partners to have appropriate policies and practices in place that apply to their employees and supply chains. Suppliers must ensure that they are not complicit in human rights abuses, including modern slavery and human trafficking.

#### 2.2 Health and Safety

Securosys takes health and safety seriously and strives to create an environment that is both comfortable and safe for its employees and visitors. In fulfilling their contractual obligations to Securosys, we expect our business partners to give priority to the health and safety of their employees and to comply with legal, regulatory and contract-specific requirements.

#### 2.3 Environmental Sustainability

Securosys recognizes the critical importance of a healthy environment for our global society, our economy, our business and our employees. We expect our business partners to comply with all applicable environmental laws, regulations and standards. In addition, we encourage suppliers to implement policies and measures aimed at reducing the environmental impact of their operations.

### 3 Ethical Business Practices

#### 3.1 Compliance with Applicable Laws, Rules and Regulations

Business Partners must act in accordance with both the letter and spirit of all laws, rules, regulations and regulatory guidelines that would be applicable to Securosys if Securosys provided the goods and services, including laws, rules and regulations dealing with corruption, bribery, kickbacks and other prohibited business practices.

#### 3.2 Anti-Bribery and Anti-Corruption

Securosys tolerates neither bribery nor corruption in any form. Business partners and those acting on their behalf may not offer, promise, approve, recommend, give or receive anything of value if it is intended or could reasonably be expected to influence improper actions or to obtain or retain any improper advantage for Securosys.

#### 3.3 Data Protection

If a business partner has access to, acquires or otherwise processes personal data, he shall comply with applicable laws, rules and regulations regarding personal data. "Personal Information" includes collectively "Personally Identifiable Information", "Non-Public Personal Information",

File	Code of Conduct for Business Partners.docx			
Version	Created	Modified	Status	Page
1.0	AC / 2020-11-10	--	released	3 / 5

## Code of Conduct for Business Partners

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"Personal Data" and any other similar terms defined by applicable data protection laws or regulations.

If a business partner is required or obligated to disclose confidential information of the Company by subpoena, court order, statute, ordinance, rule, regulation, governmental request or similar requirement (a "Legal Requirement"), he shall, to the extent not precluded by law, promptly notify the Company of such Legal Requirement, to the extent possible, prior to disclosure.

## 4 Information Security and Business Continuity

### 4.1 Information Security

Securosys commits to its customers not to install backdoors into their products and to take all measures to prevent the undetected installation of such backdoors along the entire supply chain. We also require our business partners to ensure that Securosys products are protected against unauthorized changes in the functionality of the products from the time of production and provision to the time of commissioning by the customer by means of careful personnel evaluation, sufficiently secured IT infrastructure and, if necessary, additional structural measures.

### 4.2 Business Continuity

Securosys expects its business partners to manage business continuity risk by ensuring the availability of critical services to the business during a disaster event. They should have plans in place to continue their business with minimal disruption in the event of an emergency, crisis, natural disaster, terrorist or security event. They are expected to make these plans available to Securosys upon request.

## 5 Compliance

Securosys reserves the right to audit our business partners on reasonable notice to verify compliance with the requirements of this Business Partner Code of Conduct.

Any violation of the obligations contained in this Business Partner Code of Conduct will be considered a material breach of contract by Securosys. Securosys reserves the right to seek reimbursement of any costs associated with a breach of this Business Partner Code of Conduct.

File	Code of Conduct for Business Partners.docx			
Version	Created	Modified	Status	Page
1.0	AC / 2020-11-10	--	released	4 / 5

**Code of Conduct for Business Partners**

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**6 Acknowledgement**

The undersigned hereby confirm that they have read, understood and accepted the contents of this Code of Conduct for Business Partners of Securosys SA and undertake to fully comply with the above requirements.

Company: \_\_\_\_\_

Place, date: \_\_\_\_\_

Place, date: \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

Name: \_\_\_\_\_

Name: \_\_\_\_\_

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File	Code of Conduct for Business Partners.docx			
Version	Created	Modified	Status	Page
1.0	AC / 2020-11-10	--	released	5 / 5