

Our Commitment

Rahi Systems, Inc. and its entities worldwide (Rahi) are committed to the highest standards of product quality and business integrity in their dealings with customers and suppliers. As a result, all suppliers and the Rahi employees who work with them are expected to conduct themselves with the highest standards of honesty, fairness and personal integrity. It is critical to Rahi that suppliers and employees alike maintain high ethical standards, adhere to all applicable laws, and avoid even the perception of impropriety or conflict of interest.

We are Ethical

This policy applies globally to all Rahi suppliers. "Supplier" here means any business, company, corporation, person or other entity that sells, or seeks to sell, any kind of goods or services to Rahi, including the supplier's employees, agents and other representatives.

We Acknowledge and Abide by this Policy

As a Rahi Systems Employee & Supplier, we are expected to acknowledge this policy and to apply it in all dealings with, and on behalf of, Rahi. In your business dealings with Rahi, any vendor receiving a purchase order from Rahi will automatically be required to follow this policy document.

We will be fully responsible for ensuring that any subcontractors, agents or other third parties that we employ in our work for Rahi, as permitted by our agreement with Rahi, will act consistently with this policy.

We Follow the Law

As a Rahi Supplier, we will comply with all laws, regulations and policies applicable to us and our dealings with Rahi, including all applicable government contractual requirements, which flow down to us through our contracts with Rahi. This includes, but is not limited to:

- Applicable U.S. Small Business rules and regulations;
- Affirmative Action & Equal Employment Opportunity rules and regulations;
- Rules regarding suspension and debarment of companies from doing business with the U.S. Government and other similar laws and regulations applicable in other jurisdictions.

We Understand Rahi's Gifts and Entertainment Policies

Prohibited As a Rahi Supplier, we will not offer, promise or provide to any Rahi employee a kickback, favor, cash, gratuity, entertainment or anything of value to obtain favorable treatment from Rahi. Rahi employees are similarly prohibited from soliciting such favors from us. This restriction extends to any family members of both our and Rahi employees, or with any other persons with whom we have or Rahi employees have significant personal relationships in exchange for obtaining or retaining Rahi's business.

Acceptable As long as a gift is not intended to obtain favorable treatment from us, and does not create the appearance of a bribe, kickback, payoff or irregular type of payment, or otherwise raise any potential conflict of interest, Rahi employees may accept a gift from a Supplier as long as all the following requirements exist:

This document outlines Rahi Systems policies to be adhered by Employees and Vendors in conducting business and the ethics code to follow. For any issues of violations of this policy please contact via secure email - ethics@rahisystems.com

- The total value of a tangible gift or gifts is of nominal value (\$100 or less per year) or \$200 or less, per year, for intangible gifts/entertainment (such as event tickets, etc.);
- Public disclosure would not embarrass Rahi;
- The gift is reasonable and appropriate consistent with Rahi's business practices, and; acceptance of the gift does not violate any applicable laws.
- The Rahi senior management of the intended recipient must approve acceptance of any gift that does not fit within these criteria.

We Avoid Conflicts of Interest

As a Rahi Supplier, we will not enter into a financial or any other relationship with a Rahi employee that creates any actual, potential or perceived conflict of interest for Rahi. We understand that a conflict of interest arises when the personal interests of the Rahi employee are inconsistent with the responsibilities of his/her position with the company. All such conflict of interest must be disclosed and corrected. Even the appearance of a conflict of interest can be damaging to Rahi and to us, as the Supplier, and must be disclosed and approved in advance by Rahi management.

We Avoid Unfair Business Practices

As a Rahi Supplier, we will not fix prices or rig bids with our competitors. We will not allocate customers or markets with our competitors, or exchange current, recent, or future pricing information with our competitors. We will otherwise comply with all applicable antitrust and competition laws.

We are a Socially and Environmentally Responsible Supply Chain Partner

As a supply chain Supplier or Partner, we acknowledge and commit to comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct as adopted by Rahi. The EICC Code ensures worker safety and fairness, environmental responsibility and business efficiency.

We Provide Quality

As a Rahi Supplier, we will supply product that conform in all respects with the requirement of our contracts with Rahi including, in particular, all applicable quality requirements.

We Act in Accordance with Rahi's Global Anti-Corruption Policy

As a Rahi Supplier, we understand our obligation to maintain the highest standards of integrity in all business interactions worldwide. Any and all forms of corruption, such as bribery, extortion or embezzlement, are strictly prohibited.

Rahi defines bribery or a bribe as, "Directly or indirectly giving or offering anything of value to a government official or an employee of a commercial enterprise for the purpose of obtaining or retaining business, to win a business advantage, or to influence a decision regarding Rahi. This also includes: obtaining licenses or regulatory approvals, preventing negative government actions, reducing taxes, avoiding duties or custom fees, or blocking a competitor from bidding on business."

Accepted :

Date:

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