



Website: www.u2usystems.com

U2USystems Supplier Code of Conduct & Ethics Policy



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About U2USystems

U2USystems enables Digital Transformation and helps businesses with digital solutions to improve Productivity, Growth, Technology Enhancements and Cost Effectiveness. Being a PMI partner we have the right experience and knowledge of Project Management.

Be it Digital Marketing, Project Management, Product development or design thinking we serve all areas for the Digital Future of an Organization. We believe in collaboration and long term engagement.

We work with you to transform Organizations to Process oriented, Agile and highly productive Organization. Whether it is resource management, cost management, people management we provide Digital Solutions through our strategic consulting team followed by solution development and management.

Our Core areas of work include

- **Digital Transformation**

No matter how big or small you are, we offer solutions aimed at Digital Transforming your business to improve Productivity, Growth, Technology Enhancements and Cost Effectiveness

- **Strategy & Consulting**

Strategy and Project Management Consulting Solutions for enhanced productivity and growth. We work with you to transform your Organization to Process oriented, Agile and highly productive Organization. Whether it is resource management, cost management, people management we provide impactful Solutions through our strategic consulting team.

- **Network Infrastructure Solutions**

Network Infrastructure Product, Support & Services for your business needs. Each level of Support is validated through our stringent SLAs.

- **Application & Product development**

Our Application and Product development team provides simple cost-effective solution using the latest technology, be it Web or Mobile Application, Saas Product or Service. We convert your requirement into a Solution

A supplier refers to any individual or business that supplies goods or services to any part of the SPH Group's business, and includes all persons employed by the supplier, as well as sub-contractors and service providers engaged by the supplier.

It is the responsibility of the supplier to ensure its employees and representatives understand and comply with this Code. Failure to adhere to the Code may be grounds for U2USYSTEMS to terminate the supplier relationship, depending on the circumstances and the seriousness of the violation.

1. Compliance with Laws and Regulations

Suppliers undertake that they will comply with all laws and regulations that apply to them in the countries that their operations are based, and where they provide goods and services to U2USYSTEMS.

2. Ethical Dealings

Suppliers commit that all their business dealings are handled with integrity, transparency and honesty. No form of fraud, corruption, bribery, extortion or other behavior involving improper benefits will be tolerated. Any situation that has actual, perceived or potential conflicts of interest must be disclosed to U2USYSTEMS

Suppliers will not offer to any employee of U2USYSTEMS any gifts, inducement or reward that may influence business decision or create the appearance of influencing any business decision other than that specifically documented in a signed contract or terms and conditions of the business arrangement.

Suppliers and those acting on their behalf will remain free from conflicts of interest that may adversely influence their business relationship with U2USYSTEMS. Suppliers commit to disclose any potential conflicts of interest promptly to U2USYSTEMS.

3. Confidentiality

Suppliers must respect the U2USYSTEMS intellectual property, trade secrets and all other confidential, proprietary or sensitive information, and may not use or disclose any such information except in accordance with the terms of their contract with U2USYSTEMS, and for the benefit of U2USYSTEMS.

4. Competition / Anti-trust

Suppliers commit to conduct their business in compliance with all competition laws (known as antitrust laws in the U.S.) applicable to them.

5. Equality

Suppliers shall apply fair standards in its treatment of all its employees, and this entails not subjecting any employee to discrimination based on race, national origin, ethnicity, religion, gender, age, marital status, sexual orientation, disability, or any other reason. Suppliers will comply with all national laws on wages and working hours as well as international standards regarding child labour and minimum age.

6. Health and Safety

Suppliers are required to provide a safe and healthy working environment for all its employees and are encouraged to have in place policies that are designed to promote the general health of employees and prevent work-related injuries and illness.

7. Environment

Suppliers shall comply strictly with local environmental laws and practices, such as those pertaining to waste disposal, air emissions and pollution. Suppliers must endeavour to minimize the impact of their operations on the environment.

8. Industry Practices

U2USYSTEMS will only do business with suppliers that follow good practices prevailing in their respective industries. Suppliers are expected to provide goods and services that consistently meet required specifications.