

TECBOMO® Limited Liability Company Partner Code of Conduct
Setting Standards for Integrity, Collaboration, and Sustainable Business Practices

At TECBOMO® Limited Liability Company (“TECBOMO® ” or “the Company”), the strength of our reputation and the value we deliver to our customers is deeply linked to the integrity and excellence exhibited throughout our partner network. As a global innovator in technology and business solutions, we expect all our partners—including resellers, subcontractors, suppliers, distributors, consultants, and service providers—to share and embody our high standards for ethical business practices, compliance, and social responsibility. This Partner Code of Conduct (“Code”) sets forth the principles and minimum expectations that all TECBOMO® partners must uphold.

1. Ethical Business Practices

1.1 Zero Tolerance for Corruption

- Partners must not engage in or tolerate any form of bribery, corruption, extortion, or embezzlement. This includes directly or indirectly offering, giving, soliciting, or accepting any improper advantage or anything of value to influence any action or decision.
- All gifts, hospitality, and entertainment provided to TECBOMO® employees, government representatives, or other third parties must comply with applicable laws and must never create the appearance of impropriety or influence.

1.2 Fair Competition and Antitrust Compliance

- Partners shall comply with all applicable antitrust and competition laws. Collusive conduct, bid rigging, market allocation, price fixing, or the sharing of competitively sensitive information with competitors is strictly prohibited.
- Partners must independently determine their commercial strategies, including pricing, and refrain from any discussions or agreements that unlawfully limit competition.

1.3 Accurate Recordkeeping and Transparency

- All documents, records, invoices, and statements (financial or otherwise) relating to engagements with TECBOMO® must accurately reflect transactions and must not be false, misleading, or incomplete.
- Partners are required to keep accurate records for a minimum period as prescribed by law or contract with TECBOMO® , whichever is longer.

2. Compliance with Laws and Regulations

2.1 General Legal Compliance

- Partners must comply with all applicable federal, state, and local laws, rules, and regulations in every jurisdiction in which they operate or conduct business with TECBOMO® .
- Partners must adhere to all relevant export, import, and trade compliance laws, including all applicable sanctions, embargoes, and government-mandated restrictions.

2.2 Avoidance of Debarment and Suspension

- Partners must affirm that neither their organization nor their principals are debarred, suspended, or otherwise ineligible to participate in government contracts or programs.

2.3 Whistleblower Protection

- Partners shall implement and maintain robust policies and mechanisms that allow employees and stakeholders to report suspected misconduct, illegal activity, or ethical breaches in good faith, without fear of retaliation.
- All reports must be handled with confidentiality and in line with applicable legal protections for whistleblowers.

3. Product and Service Integrity

3.1 Counterfeit Risk Mitigation

- All materials and components provided to TECBOMO® must be genuine, new, and sourced directly from original manufacturers or their authorized channels. The use of counterfeit, refurbished, or unauthorized parts is strictly forbidden.
- Partners are expected to maintain industry-recognized standards for detecting and avoiding counterfeit products. Documentation of sourcing and quality assurance must be available for inspection upon request.

3.2 Quality and Safety

- Partners are responsible for ensuring that all products and services delivered to TECBOMO® meet or exceed all required quality and safety standards, as specified in contracts, specifications, or by law.
- Any product or service non-conformance must be reported immediately, along with corrective action plans.

4. Respect for Human Rights and Labor Standards

4.1 Wages, Benefits, and Employment Conditions

- All employees must be paid at least the statutory minimum wage and provided with all legally required benefits.
- Partners must ensure fair working hours, rest periods, and overtime compensation in accordance with applicable labor laws.

4.2 Prohibition of Forced and Child Labor

- Partners must not use forced, bonded, indentured, or involuntary prison labor. Employment shall be freely chosen.
- Child labor is strictly prohibited. Employees must not be under the legal minimum working age defined by local law, and in no case less than 15 years old (or 14 where allowed by International Labour Organization exceptions).

4.3 Freedom of Association and Non-Discrimination

- Partners must respect employees' rights to freely associate, join unions, and participate in collective bargaining in accordance with local laws.
- Discrimination, bullying, or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, age, disability, national origin, or any other protected status is strictly prohibited.

4.4 Health, Safety, and Working Conditions

- Partners must provide safe and healthy working environments, addressing industry-specific hazards and complying with all relevant health and safety regulations.
- Regular training on health and safety practices must be provided, and all occupational injuries and incidents must be promptly reported and addressed.

5. Environmental Stewardship

5.1 Sustainability Commitment

- Partners are expected to minimize adverse environmental impacts by complying with all environmental laws, striving for efficient use of resources, reducing waste, and adopting sustainable practices wherever feasible.
- Hazardous materials must be managed, stored, and disposed of in a safe and legal manner.

6. Cybersecurity and Data Protection

6.1 Information Security

- Partners must safeguard all confidential, proprietary, and personal data entrusted to them by TECBOMO® or its customers, using appropriate technical and organizational measures to prevent unauthorized access, disclosure, alteration, or loss.
- Where applicable, partners must comply with relevant data protection regulations (such as GDPR, CCPA, etc.) and promptly report any data breaches or cyber incidents affecting TECBOMO® -related information systems.

7. Subcontracting and Supply Chain Accountability

7.1 Subcontractor Oversight

- Partners must ensure all subcontractors, suppliers, and third parties engaged in work for TECBOMO® adhere to the standards and requirements outlined in this Code.
- Written agreements, right-to-audit provisions, and regular monitoring must be implemented to confirm ongoing compliance throughout the supply chain.

8. Diversity, Equity, and Inclusion

8.1 Inclusive Business Practices

- TECBOMO® encourages partners to foster diversity, equity, and inclusion in their workplaces and supply chains, including the proactive engagement of diverse businesses and underrepresented groups.

9. Monitoring, Assessment, and Reporting

9.1 Audits and Compliance Reviews

- TECBOMO® may periodically conduct audits, assessments, or compliance surveys of partner operations and supply chains to ensure adherence to this Code.
- Partners are expected to cooperate fully, provide requested documentation, and implement corrective actions where necessary.

9.2 Reporting Misconduct

- Partners and their employees must promptly report any known or suspected violations of this Code, illegal activities, or unethical conduct related to TECBOMO®'s business. Reports can be made confidentially to TECBOMO®'s Compliance Officer at legal@tecbomo.com or through the anonymous hotline at 866.761.1255.
- TECBOMO® strictly prohibits retaliation against any individual who makes a good faith report or participates in an investigation.

10. Training and Continuous Improvement

10.1 Ongoing Education

- Partners are encouraged to provide regular training to their employees and key subcontractors on the contents of this Code, relevant laws, and best practices in ethics, compliance, and sustainability.
- TECBOMO® values continuous improvement and expects partners to regularly review and enhance their policies and practices to meet or exceed the expectations in this Code.

11. Consequences of Non-Compliance

11.1 Enforcement

- Failure to comply with this Code may result in corrective action, including suspension or termination of the partnership, removal from approved vendor lists, and, where applicable, legal action.

By collaborating with TECBOMO®, you affirm your commitment to uphold the principles and expectations described in this Partner Code of Conduct. Together, we create a responsible, innovative, and sustainable supply network that advances the interests of customers, communities, and all stakeholders.

For questions about this Code or to report concerns, please contact TECBOMO®'s Compliance Office at legal@tecbomo.com.