

Code of Conduct

Our company is committed to conducting business with integrity and honesty. We believe in treating our employees, customers, and partners with respect and fairness. In addition to the applicable laws and regulations, we have established the following code of conduct, to ensure that our business practices align with our values.

Human rights

Our company is committed to upholding human rights in all our operations and throughout our supply chain. We believe in treating all individuals with dignity and respect, and we are committed to creating a workplace that is free from discrimination, harassment, and unfair treatment. Therefore, we will:

- Respect the human rights of our employees, customers, partners, and the communities in which we operate
- Prohibit discrimination based on race, color, gender, sexual orientation, religion, age, national origin, disability, or any other protected status
- Provide equal employment opportunities for all individuals

We recognize that the protection of human rights is a shared responsibility, and we are committed to working with our suppliers to ensure that they meet our standards for human rights. We will conduct due diligence to identify and address any human rights risks in our supply chain, and we will take appropriate action to prevent and mitigate any adverse impacts on human rights.

Environment

We recognize that our business activities have an impact on the environment. Therefore, we will strive to minimize our environmental footprint by minimizing waste and promoting recycling and cooperating only with cloud infrastructure partners that commit to using mostly renewable energy in their operations.

Anti-Corruption

We will conduct our business in an ethical and transparent manner, and we will not tolerate corruption in any form. Therefore, we will prohibit bribery and kickbacks and refuse to engage in any activity that could be construed as a conflict of interest

Protection of children

We are committed to protecting the welfare of children. Therefore, we will refuse to employ anyone under the age of 18 and refuse to engage in any activity that exploits children in any way.

This code of conduct represents our commitment to conducting business with integrity and respect for our employees, customers, partners, and the environment. All employees are expected to comply with this code of conduct, and are encouraged to notify management of any violations without fear of reprisal. Any violations will be taken seriously and addressed promptly. We will review and update this code of conduct as necessary to ensure that it remains relevant and effective.