

# SUPPLIER CODE OF CONDUCT

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## **OVERVIEW**

*PaR's commitment to integrity and social responsibility extends to its supply base. To ensure that suppliers conduct business with a high degree of integrity, and in a socially and environmentally responsible manner, PaR Systems expects its suppliers to adhere to this Supplier Code of Conduct.*

## **GENERAL RESPONSIBILITY**

*Suppliers are expected to do what is necessary to comply with this code. Suppliers must be familiar with the business practices of their suppliers and sub-contractors, and to ensure they operate within the guidelines of this code. Failure to comply with this code may result in discontinuance of business relationships.*

## **KEY EXPECTATIONS**

### ***Gifts and Gratuities***

*PaR Systems and its employees are not permitted to solicit gifts from current or potential suppliers. Employees may accept gifts of a nominal value, i.e., business lunches, or promotional premiums. Although giving gifts is acceptable in some cultures, PaR Systems requests that suppliers respect its policy.*

### ***Improper Payments***

*PaR Systems conducts business with high integrity and within the bounds of the law. Bribery and kickbacks are illegal and subject to criminal penalties in many countries, including the United States. Bribes, kickbacks, and similar payments to government officials, PaR employees, or agents acting on PaR Systems' behalf, are strictly prohibited. This prohibition also applies in areas where such activity may not violate local law.*

### ***Forced Labor***

*PaR Systems will not engage in or support the use of forced or involuntary labor. PaR Systems will not purchase material or services from a supplier utilizing forced or involuntary labor.*

### ***Discrimination***

*PaR Systems supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable local laws concerning discrimination in hiring and employment practices.*

### ***Environment***

*PaR Systems respects the environment and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers are expected to comply with all applicable environmental laws and regulations in the countries in which they operate.*

### ***Health and Safety***

*PaR Systems is committed to the safety and health of its employees, maintaining safety and health programs, and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with applicable safety and health laws and regulations in the countries in which they operate.*

### ***Confidential Information***

*PaR Systems is dedicated to complying with applicable laws concerning proprietary, confidential, and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use and disclosure of PaR Systems proprietary, confidential, and personal information.*

*The PaR Systems Supplier Code of Conduct is based on the PaR Systems' Corporate Values which can be found at [http://www.par.com/our\\_companies\\_vision\\_mission\\_values.php](http://www.par.com/our_companies_vision_mission_values.php).*