

## **Resonance Business Partner Code of Ethics and Conduct**

## **Message from Resonance's President & Chief Executive Officer**

Dear Resonance Business Partners:

### **Igniting Opportunity. Advancing Global Good.**

This is the Resonance mission statement, and it underpins everything we do. Resonance serves as a catalyst empowering our clients and partners to unlock positive social and environmental impact around the world. We empower people, markets, and communities to tackle the great challenges facing the world today. We are committed to doing our work in an ethical and compliant manner with the highest level of integrity.

With this Business Partner Code of Ethics and Conduct (herein the "Code for Business Partners") Resonance defines the fundamental principles that our business partners will follow to provide ethical and appropriate business conduct in providing supplies and services to Resonance for our clients across the world. The Code for Business Partners applies to all Resonance partners, suppliers, consultants, subcontractors, and grantees in their interactions with Resonance clients, business partners, suppliers, competitors, and public officials in addition to dealing with their own employees.

Thank you for following Resonance's Code for Business Partners every day in your work and your actions.

Steve Schmida  
Founder & CEO

## **Employment Practices and Workplace**

Resonance Global LLC (Resonance) values a diverse and inclusive workforce where everyone is treated with dignity, understanding, and respect. Resonance is committed to an environment where every individual can thrive and be empowered by a sense of belonging, respect, and equity.

Resonance expects that business partners are firmly committed to prohibiting discrimination against individuals because of race, color, sex, sexual orientation, age, religion, crime victim status, national origin, ancestry, or place of birth, gender identity and expression, or against qualified individuals with disabilities or any other legally protected status. Resonance business partners are committed to observing all applicable labor and employment laws wherever they operate. That includes observing laws that pertain to freedom of association; privacy; recognition of the right to engage in collective bargaining; the prohibition of forced, compulsory, and child labor; and those laws that pertain to the elimination of improper employment discrimination.

Resonance business partners offer fair and equal employment opportunity to every person, regardless of age, race, color, religion, disability, marital status, sex, sexual orientation, crime victim status, national or ethnic origin, citizenship, veteran status, gender identity and expression, or other legally protected status, as required by law. They provide a work environment that is free from intimidation and harassment (including sexual harassment) based on any of these characteristics and specifically prohibits such intimidation and harassment.

## **Human Rights and Equity**

### **Human Trafficking Prohibited**

Resonance has zero tolerance for trafficking in persons in any form and operates in total compliance with client laws and regulations, as well as our global partner policies. All individuals and companies working with Resonance are prohibited from engaging or supporting any forms of trafficking in persons.

Resonance business partners are required to comply with all modern slavery, and anti-trafficking laws, and regulations. Business partners will ensure that any of their employees or anyone in their supply chain may report suspected violations to the 24-hour Global Human Trafficking Hotline at: Phone: 1-844-888-FREE Or Email: [help@befree.org](mailto:help@befree.org).

### **Safeguarding Children**

Resonance strictly follows U.S. federal law, as well as local and international laws and standards for the protection of child welfare. Resonance is committed to preventing child abuse, exploitation, or neglect.

Resonance contractors, subcontractors, vendors (or employees or agents thereof) shall not engage in, support, or promote child abuse, exploitation, or neglect in any country where they do business. Resonance ensures that its projects incorporate child safeguarding in planning and implementation to prevent child abuse, exploitation, and neglect. All Resonance business partners are directed to report any violations of this child safeguarding policy immediately to Resonance.

## **Conducting Business Ethically and with Integrity**

Trust and honesty are central to Resonance's business philosophy and to our way of working together. Resonance encourages a friendly, respectful, cooperative, collaborative working environment, and it enables us to build positive relationships with clients, and vendors. We expect all Resonance business partners to act with integrity, respect, dignity, and professionalism.

Resonance is committed to honesty, transparency, and fairness in all business conduct. There is zero tolerance for any form of corruption in our business dealings, including but not limited to, paying, or taking bribes and graft, making facilitation payments, or money-laundering. Business partners will not offer, directly or indirectly through a third party, anything of value to improperly obtain or retain business, get an unfair business advantage over a competitor, or expedite award of business. Payment can be in any form, cash, gifts, meals, donations, sponsorships, or anything that could be of value to the recipient.

Resonance business partners will not participate in illegal customer or supplier financial transactions used to launder money. Resonance business partners will foster compliance with the spirit and letter of all applicable anticorruption laws and regulations.

## **Ensuring Fair Competition and Good-Faith Dealings**

Resonance promotes compliance with all laws and regulations that prohibit unfair competition and promote good-faith dealings in contracting in the countries in which we deliver services. Resonance business partners must always conduct themselves in line with Resonance's commitment to compete on a fair business field in all their dealings whether it be with competitors, partners, subcontractors, or vendors. Resonance business partners will compete fairly for all business opportunities and ensure that those bidding on work with Resonance are doing the same. In soliciting supplies, goods, and services our business partners promote fair competition from their suppliers and vendors to guarantee that the prices received and passed on to Resonance are reasonable and obtain the best value for the company and for our clients.

## **Safeguarding Information**

### **Protecting Confidential Information and Data**

Resonance is committed to ensuring the security and privacy of the information of our employees, clients, and business partners. Resonance expects that business partners will comply with the confidentiality and information security policies, procedures, laws, and regulations agreed to in our contractual agreements. Business partners will use their best efforts to protect Confidential Information as defined in our contractual agreements. Business partners will comply with applicable data privacy and data protection laws and regulations.

### **Not Infringing on Intellectual Property Rights of Others**

Resonance recognizes and protects the intellectual property (creations of the mind) of others, such as inventions, literary and artistic works, designs, writings, symbols, names, images created by others. Resonance strictly adheres to all laws and regulations related to copyright, trademark, and patents.

## **Reporting Misconduct**

Resonance business partners are obligated to report reasonable suspicions of potential violations related to Resonance Business Partner Code to the Point of Contact identified in your contractual agreement, or [reporting@resonanceglobal.com](mailto:reporting@resonanceglobal.com).

## **Business Partner Obligations**

Resonance business partners are obligated to comply with the principles set forth in the Code. Resonance values its business partnerships and will assist compliance with the Business Partnership Code in any way it can. Business partners will provide a copy of this Business Partner Code to employees working on Resonance projects and ensure that they are aware of and adhere to it. They support their employees in conducting business legally, honestly and with integrity in performing work for Resonance. Resonance considers adherence to the guidelines set forth in the Business Code of Conduct as essential for each contractual agreement with Resonance. Failure to comply may result in termination of Resonance's business relationship with its business partner.