

redesign

Code of Conduct

TABLE *of contents*

01	Introduction and Our Values	4
02	Human Rights and Labor Standards	5
03	Our Commitment to Sustainability	5
04	Environmental Responsibility	6
05	Ethical Business Practices	7
06	Information Management and Communications	8
07	Technology and Information Security	8
08	Gifts, Entertainment, and Business Relationships	9
09	Asset Protection and Record Keeping	9
10	Reporting and Compliance	10
11	Governance and Enforcement	10
12	Implementation and Review	10
12	Contact Information	10
12	Conclusion	10



■ INTRODUCTION AND OUR VALUES

01 Introduction and Our Values

The Redesign Group is committed to acting ethically and responsibly in all aspects of our business operations. This Code of Conduct reflects our values and establishes the standards we uphold in our relationships with employees, clients, partners, and the communities we serve.

At Redesign, our mission is to disrupt the Technology Solutions Provider Market by setting a new standard in customer and manufacturer experience. We achieve this by upholding three core values at the heart of everything that we do:

01

To operate
in the service
of others

02

To focus
on long-term
partnerships

03

To be
problem
solvers

We believe that conducting business with integrity is fundamental to our success. This Code requires that we act with honesty and integrity when faced with difficult decisions, we choose to do the right thing.

Our approach is guided by internationally recognized principles, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

02

Human Rights and Labor Standards

↳ Respect for Human Rights

The Redesign Group respects human rights and requires all team members to treat others with fairness, respect, and equality. We are committed to complying with all relevant laws, regulations, and policies in the jurisdictions where we operate.

↳ Zero Tolerance for Forced Labor and Human Trafficking

We maintain a zero-tolerance policy regarding:

- 1 Any form of forced or involuntary labor
 - 2 Human trafficking, including improper recruitment, transportation, or harboring of persons
 - 3 Child labor below the local minimum age or ILO minimum age requirements
 - 4 Our Commitment to Ethical Labor Practices and Human Rights can be found on our [website](#)
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↳ Fair Employment Practices

We are committed to:

- 1 Paying fair wages that meet or exceed legal minimum wage requirements
- 2 Adhering to applicable laws regarding working hours, overtime, and benefits
- 3 Providing opportunities for professional development and growth

↳ Non-Discrimination and Professional Standards

We maintain the highest professional standards and foster respectful relationships with all stakeholders.

We are committed to maintaining a workplace free from discrimination and harassment. We prohibit discrimination based on race, traits historically associated with race (such as hair texture or protective hairstyles), color, national origin, sex, sexual orientation, gender identity, gender expression, age, religion, disability, pregnancy and related conditions, military or veteran status, marital status, caregiver status, genetic information, or any other characteristic protected by law.

We define harassment as any conduct, verbal or physical, that denigrates or offends a person based on a Protected Characteristic. This includes:

- 1 Sexual harassment: inappropriate sexual comments, unwelcome advances, or any behavior of a sexual nature that affects the workplace environment
- 2 Other illegal harassment: any actions or comments that target a person's Protected Characteristic in a derogatory or harmful way

↳ Health and Safety

We are committed to creating and maintaining a safe and healthy working environment by:

- 1 Proactively preventing injuries and illnesses
- 2 Identifying and eliminating workplace health and safety hazards and risks
- 3 Continuously improving our health and safety management systems
- 4 Being proactive in identifying, reducing, or avoiding risks to people

↳ Workplace Violence Prevention

We do not tolerate violence or threats of violence by or against any employee or outsider. Weapons are prohibited at all Redesign events unless restricted by law. Any threats or acts of violence should be reported immediately to The People Team.

↳ Freedom of Association

We respect and uphold workers' rights to freedom of association and collective bargaining under applicable laws.

03

Our Commitment to Sustainability

We are committed to sustainability at a corporate, cultural, and policy level. We hold ourselves accountable to being proactive and solution-oriented in our efforts to advance sustainable long-term growth in the world in which we live. As a global partner, we regularly communicate our efforts in the areas of environmental and social impact to stakeholders and expect all associates and affiliates to act in a manner consistent with our policies, objectives, and goals.

04

Environmental Responsibility

The Redesign Group is committed to preserving the environment and combating climate change. We integrate environmental stewardship into our business operations through:

- Compliance with all applicable environmental laws and regulations
- Minimizing negative environmental impacts by using resources efficiently and applying environmentally friendly practices
- Reducing air pollution, greenhouse gas emissions, water usage, and waste generation
- Supporting circular economy principles through recycling and sustainable practices
- Maintaining adequate environmental management systems

05

Ethical Business Practices

↳ Compliance and Ethics

Redesign expects all employees to uphold ethical standards and comply with all applicable laws and regulations. Employees should avoid conflicts of interest, refrain from offering or accepting inappropriate gifts, and adhere to anti-bribery and anti-corruption guidelines.

↳ Anti-Bribery and Anti-Corruption

The Redesign Group does not tolerate any form of bribery or corruption. We do not authorize, provide, promise, or offer to provide money or anything of value to induce any person to improperly perform their function or influence their decisions, regardless of local law or customs. These behaviors constitute bribery and are both illegal and against our Code of Conduct, whether done directly or via third party.

↳ Conflict of Interest

We are committed to avoiding conflicts of interest that could compromise our professional judgment or create unfair advantages. We expect all employees to treat clients, customers, and colleagues with fairness and integrity, avoiding conflicts of interest. Any situation where personal interests could affect professional duties constitutes a conflict of interest. All potential conflicts must be disclosed and appropriately managed to maintain the integrity of our business relationships.

↳ Fair Competition

We compete vigorously but fairly, honestly, ethically, and legally. We comply with all applicable antitrust and competition laws and do not engage in practices that restrict fair competition, including price fixing, bid rigging, or anti-competitive agreements.

Engaging in discussions or actions that may be seen as anti-competitive, such as price-fixing or market division, is strictly prohibited. Any violation of anti-trust laws will result in disciplinary action and may lead to legal consequences.

↳ Financial Crime Prevention

We are committed to preventing all forms of financial crime, including money laundering, terrorist financing, sanctions violations, and fraud. We conduct appropriate due diligence in our business relationships and maintain robust compliance procedures.

↳ Economic Sanctions Compliance

We comply with all applicable international, national, and local sanctions, trade embargoes, and export control laws and regulations. This includes compliance with regulations administered by various international authorities to ensure our business activities align with legal requirements.



06

Information Management and Communications

↳ Protection of Information and Assets

We are committed to protecting personal data and confidential information from unauthorized access, unlawful use, disclosure, loss, alteration, damage, and destruction. We protect and respect intellectual property and corporate assets, including business strategies, financial data, and other confidential information.

Proprietary information acquired during employment must not be shared externally and must only be discussed on a need-to-know basis.

↳ Data Breach Response

We maintain procedures for promptly identifying, reporting, and responding to any suspected or actual data breaches. We are committed to transparency and cooperation in addressing any security incidents.



↳ Competitive Intelligence

Research on competitors is acceptable when conducted ethically and legally. However, we never gather competitive intelligence in ways that might violate antitrust and competition laws, and we never exchange competitive intelligence with our competitors.

↳ Insider Information

Trading or advising others to trade any type of securities based on material nonpublic information is strictly prohibited. This applies to information about our company or about publicly traded clients, suppliers, or partners we do business with.

↳ External Communications

When it comes to interacting with the media for matters affecting The Redesign Group, only authorized individuals may do so. All public communications about our financial performance should be made only by authorized individuals and should always be fair, accurate, understandable, and timely.

↳ Social Media Guidelines

We recognize that social media is an important communication tool. However, when posting or blogging on behalf of or about The Redesign Group, all employees must comply with our social media guidelines to ensure appropriate representation of our company and values.





07 Technology and Information Security

↳ Acceptable Use of IT Resources

This policy applies to all Redesign employees, contractors, consultants, temporary workers, and other authorized users who have access to the company's IT resources. Users are only permitted to use company IT resources for legitimate business purposes in support of their job responsibilities.

Key requirements include:

- 1 Email should be used for business communications only
 - 2 Users must only install authorized software obtained through a proved channels
 - 3 Users must safeguard their login credentials and only access resources and data necessary for their job functions
 - 4 Users should exercise caution when accessing the internet and be vigilant against online threats
 - 5 Users are responsible for maintaining the confidentiality, integrity, and availability of company data
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↳ Acceptable Use of IT Resources

The following activities are strictly prohibited:

- 1 Using IT resources for illegal activities, harassment, or discrimination
 - 2 Accessing, copying, or transmitting confidential information without authorization
 - 3 Installing unauthorized software or making unauthorized modifications to systems
 - 4 Engaging in activities that could compromise network security or system integrity
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↳ Data Protection and Privacy

All employees must comply with applicable data protection laws and regulations, including but not limited to GDPR, CCPA, and other relevant privacy legislation. Personal data must be processed lawfully, fairly, and transparently, and only for specified, explicit, and legitimate purposes.



08 Gifts, Entertainment, and Business Relationships

↳ Gifts and Entertainment Policy

We do not solicit gifts from anyone. Employees may accept or offer reasonable gratuities, entertainment, or other courtesies to current or prospective vendors and customers, provided they are not excessive and comply with applicable policies. When offering or receiving any gift, gratuity, entertainment, or courtesy to or from a public official, employees must contact the Legal department first for advice and approval.

Gifts and entertainment should be reasonable, infrequent, and directly related to legitimate business purposes. Cash gifts are never acceptable. Any gift or entertainment that could create the appearance of impropriety or undue influence should be declined and reported to management.

09 Asset Protection and Record Keeping

↳ Record Keeping

We maintain business records properly according to our record retention schedule and ensure all records are accurate, complete, and maintained in accordance with applicable laws and regulations. All business records, including financial records, must be prepared with honesty and integrity.

↳ Asset Protection

We expect all employees to help protect company assets from theft, loss, or misuse. Any suspected theft or loss should be reported immediately to supervisors, security staff, or The People Team. Company assets include physical property, intellectual property, confidential information, and electronic resources.

↳ Financial Integrity

All financial transactions must be properly authorized, recorded, and reported in accordance with applicable accounting standards and legal requirements. Employees must never create false or misleading records or engage in any form of financial fraud.

10

Reporting and Compliance

↳ Open Door Policy and Reporting Obligations

Redesign maintains an open-door policy that encourages employees to discuss work-related concerns with their supervisors or management. We encourage and expect all employees to report suspicious actions or violations of this Code immediately.

If you become aware of any violation of this Code of Conduct, company policies, or applicable laws, you have an obligation to report it. Reports can be made through multiple channels:

- Direct supervisor
- Human Resources (The People Team)
- Legal Department
- Corporate Counsel
- Chief Compliance Officer
- Email: hr@redesign-group.com

↳ Protection from Retaliation

The Redesign Group protects employees from any and all retaliation, disciplinary action, or other adverse employment consequences when they report suspected legal or ethical compliance violations or conflicts of interest in good faith, regardless of whether the suspicion proves valid. We have a zero-tolerance policy for retaliation against anyone who reports concerns in good faith.

Retaliation includes any adverse action taken against an employee because they:

- Made a good faith report of suspected misconduct
- Participated in an investigation
- Refused to participate in suspected wrongdoing

Any employee who engages in retaliation will be subject to disciplinary action, up to and including termination.

11 Governance and Enforcement

↳ Management Systems

We maintain rigorous monitoring and control processes with clearly assigned responsibilities that are appropriately documented. We ensure compliance with local rules and regulations, including tax laws, to uphold the principles of this Code.

↳ Enforcement and Disciplinary Actions

Compliance with this Code of Conduct is mandatory for all employees, contractors, and representatives of The Redesign Group. Violations may result in disciplinary action.

The severity of disciplinary action will depend on factors such as the nature and severity of the violation, the employee's position and responsibilities, prior disciplinary history, and other relevant circumstances.

↳ Investigation Process

All reports of potential violations will be investigated promptly, thoroughly, and fairly. Investigations will be conducted with appropriate confidentiality and will include interviews with relevant parties and review of pertinent documents and evidence.

Employees are expected to cooperate fully with any investigation and provide truthful and complete information. Failure to cooperate or providing false information during an investigation may result in disciplinary action.

↳ Amendment and Waiver Procedures

This Code of Conduct can only be amended with proper authorization and must be publicly disclosed when required. Any waiver of the Code for employees must be approved by the General Counsel and immediately reported to the Audit Committee.

12 Implementation and Review

↳ Training and Education

We provide regular training to ensure all employees understand their obligations under this Code. New employees receive training on the Redesign Handbook and Code of Conduct as part of their onboarding process.

Training covers:

- Key provisions of this Code of Conduct
- Company policies and procedures
- Reporting mechanisms and resources

↳ Monitoring and Auditing

We conduct regular audits and assessments to monitor compliance with this Code and identify areas for improvement.

These assessments help us maintain the highest standards of ethical conduct and ensure our policies remain effective and current.

↳ Accountability

Every employee, regardless of position or tenure, is accountable for upholding the standards set forth in this Code. Managers and supervisors have additional responsibility to:

- Model ethical behavior
- Create an environment where employees feel comfortable raising concerns
- Ensure their teams understand and comply with all applicable policies
- Address potential violations promptly and appropriately
- Support the investigation process when needed

↳ Continuous Improvement

This Code is reviewed regularly and updated as needed to reflect our evolving commitment to ethical business practices and regulatory requirements.

We welcome feedback from employees and stakeholders to help us improve our policies and practices.

13

Contact Information

For questions about this Code of Conduct, reporting concerns, or seeking guidance on ethical issues:

Email: hr@redesign-group.com

People Operations Ticket

14

Conclusion

This Code of Conduct represents our commitment to conducting business with the highest standards of integrity, respect, and responsibility.

It serves as our foundation for building trust with employees, clients, partners, and the communities we serve.

By adhering to these principles and our three core values—operating in the service of others, focusing on long-term partnerships, and being problem solvers—we create value for all stakeholders while maintaining our reputation as a trusted and ethical business partner. Each of us has a role to play in upholding these standards and ensuring The Redesign Group continues to be a company we can all be proud of. Our mission to disrupt the Technology Solutions Provider Market by setting a new standard in customer and manufacturer experience depends on our unwavering commitment to ethical conduct.

Remember: When in doubt, ask. When you see something wrong, speak up. When faced with difficult decisions, choose to do the right thing.

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