USONIC

Ethics and Compliance Policy

1. Business Integrity

Usonic Inc is committed to the highest standards of integrity in all business activities. We prohibit any form of corruption, bribery, or fraud. Employees are expected to conduct business fairly, ethically, and with transparency.

2. Compliance with Laws and Regulations

All employees must comply with applicable laws, regulations, and internal policies in all jurisdictions where we operate. This includes, but is not limited to, labor laws, trade compliance, environmental regulations, and product safety standards.

3. Anti-Bribery and Anti-Corruption

We enforce a strict zero-tolerance policy on bribery and corruption. Employees and partners must not offer, give, solicit, or accept any bribe or undue advantage to or from any party.

4. Conflicts of Interest

Employees must avoid personal, financial, or other interests that might hinder their capability or willingness to perform their job duties objectively. Any actual or potential conflict must be reported to the Compliance Officer.

5. Gifts and Hospitality

Gifts and hospitality must never be used to gain an unfair advantage. Any gift or hospitality offered or received must be reasonable, appropriate, and not intended to influence business decisions.

6. Data Privacy and Confidentiality

All employees must respect the privacy of personal information and safeguard company and third-party confidential information. Sensitive data must be stored securely and shared only with authorized parties.

7. Fair Employment Practices

We support diversity, inclusion, and fair treatment in the workplace. Discrimination, harassment, or any kind of abuse is strictly prohibited. Employment practices must comply with local labor laws and international standards.

8. Supply Chain Ethics

Suppliers and contractors are expected to adhere to ethical standards including prohibiting forced labor, child labor, and unsafe working conditions. Usonic Inc reserves the right to audit or terminate relationships with non-compliant suppliers.

9. Environmental Sustainability

Usonic Inc is committed to minimizing environmental impact through sustainable practices, including efficient resource use, waste reduction, and compliance with environmental regulations.

10. Reporting Violations and Whistleblower Protection

We encourage employees to report any suspected violations of laws or policies. Reports can be made anonymously and will be investigated promptly. Retaliation against whistleblowers is strictly prohibited.

11. Ethics Oversight and Accountability

The General Manager is responsible for overseeing compliance with this policy. All employees are accountable for understanding and adhering to its principles.

12. Communication and Training

Employees will be trained on this policy and are required to confirm understanding and agreement. This policy will also be communicated to relevant third parties and vendors.