

PMR ETHICAL BEHAVIOUR CLAUSE

At PMR Global we put a high priority on ethical behavior. If you are a supplier to PMR Global you must abide by our ethical Guidelines listed below.

If you are a customer of PMR Global you must abide by the guidelines listed below.

Here are some guidelines that reflect our values that relate to ethical behavior.

- We strive to treat our employees, customers, vendors, suppliers and all internal / external parties with fairness.
- We choose a supplier based on quality, price, and performance.
- PMR has an employee policy that strictly prohibits Conflicts of interest, including soliciting suppliers or customers in a way that would create a conflict in performance of their job.
- PMR expects suppliers and customers to act ethically towards our employees and not offer bribes, gratuity, rewards, loans or anything of monetary value in order to solicit favorable treatment or receive financial gain.
- PMR employees may accept occasional unsolicited gifts or favors (such as business lunches, food, tickets to sporting events or cultural events, holiday baskets, flowers, etc..) so long as the gift or favor does not exceed \$100.
- **Non-Circumvention for Customers** - PMR Global will at times introduce customers to sub tier suppliers for quality, audit, or factory visits. Customer may also come to know of PMR Vendors through other less formal means such as markings on packaging and the like. Since PMR has invested sizable resources into cultivating overseas and domestic suppliers and products, our customers should not approach the supplier directly. All contact should go through PMR Global.
- **Non-Circumvention for Suppliers** - PMR Global will at times introduce Suppliers to customers for quality, audit, or factory visits. Since PMR has invested sizable resources into cultivating overseas and domestic customers, our suppliers should not approach the customer directly. All contact should go through PMR Global.

Customer placement of order signifies agreement to abide by the above.

Supplier acceptance of PMR Global Purchase order signifies agreement to abide by the above.