



## LOVEFOODIES INC CODE OF ETHICS AND BUSINESS CONDUCT



Our commitment to ethical behaviour and the solid ethical foundations are one of the most essential components of Lovefoodies Inc operation. We are committed to doing business the right way, based on a culture of ethics and compliance.

In the long term, we can successfully face the challenges of a competitive market environment by accepting the imperatives of moral responsibility, both as individuals and as a company. In performing the job duties, the employees should always act lawfully, ethically and in the best interests of Lovefoodies Inc.

That means as a company we value:

- Every employee
- Doing the right things for the right reasons
- Uncompromising integrity
- A commitment to ethical business practices
- Compliance with the law

In most situations, our personal values and honesty will guide us to the right and ethical decision. But if we have questions about the right actions to take, our Code of Business Conduct (our “Code”) is there to give us additional guidance. We should also remember that not every situation can be addressed in our Code. In those situations, you should talk with your manager or the Compliance Office.

### 1. Introduction



This CODE OF ETHICS AND BUSINESS CONDUCT of LOVEFOODIES INC serves as our ethical commitment and as a guide to proper business conduct for all of our stakeholders. We, at LOVEFOODIES INC are committed to doing business legally, ethically and in a transparent manner.

This document applies to all staff who work for the LOVEFOODIES INC (including officers, directors, managers, team leaders, employees, temporary, agency, interim, sub-contractor or consultant staff), and also includes other organisations who do business with us.

LOVEFOODIES INC expects its staff to be impartial and honest in all affairs relating to their job. All staff bear a responsibility in general, to be of good faith and do nothing to destroy the trust necessary for employment.

The success of our business is based on the trust we earn from our employees, customers and shareholders. We gain credibility by adhering to our commitment to fairness and reaching our goals solely through ethical conduct. All staff are expected to adhere to this Code in their professional, as well as personal conduct, treat everyone with respect, honesty and fairness.



LOVEFOODIES INC is open to any questions at any time and will not allow punishment or retaliation against anyone for reporting a misconduct in good faith.



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Managers and leaders have higher responsibility for demonstrating, also through their actions, the importance of this Code. Managers and leaders are responsible for promptly addressing every raised ethical question or concern. Employees must cooperate in investigations of potential or alleged misconduct.

Non-compliance to this Code is considered as misconduct that could warrant disciplinary action, including termination of employment or other contract in deserving cases.

We are committed to making efforts to apply our values and norms also throughout the entire value chain of our own suppliers, sub-contractors, service providers and business partners.

## 2. Ethical [Principles/Values]



Our core values at LOVEFOODIES INC are:

[Honesty • Integrity • Trustworthiness • Respect for others • Responsibility • Accountability • Reliability • Obedience to the law]

## 3. Ethical Decision-making

Ethical conduct is a value-driven decision-making. Several key questions can help to identify situations that may be unethical, inappropriate or illegal. Ask yourself:



Is what I am doing legal? • Does it reflect our company values and ethics? • Does it comply with the Code and company rules/policies? • Does it respect the rights of others? • How would it look if it made the news headlines? • Am I being loyal to my family, my company and myself? • Is this the right thing to do? • What would I tell my child to do? • Have I been asked to misrepresent information or deviate from normal procedure?

## 4. Compliance with laws and regulations



Our commitment to integrity begins with complying with laws, rules and regulations. We understand and comply with the legal requirements and commercial practices of lawful business.

We are committed to adhere to every valid and binding contractual agreement that we conclude, and we do not abuse our rights.

Our staff must follow applicable laws and regulations, including the Code at all times and must ensure compliant operation.

## 5. Sustainability: People + Profit + Planet



We are committed to meet current requirements without compromising the needs of future generations. To this, we combine economic, environmental and social factors in our operation and our business decisions.

## 6. Human rights



We are committed to respect human dignity and rights of each individual and community whom we interact with during the course of work. We shall not, in any way, cause or contribute to the violation of human rights. Our staff shall treat everybody with dignity, respect and care and uphold human rights.

## 7. Fair labour practices and working conditions



We are committed to promote equality in our employment practices and to fair employment and remuneration policy in compliance with applicable laws. We are firmly opposed to employ or contract child or slave labour or any form of forced or compulsory or bonded labour. We condemn all forms of illegal, unfair, unethical labour practice that exploits workforce, destroys social security or serves as tax evasion, including but not limited to undeclared and “grey” work or holding back wages.

Our staff shall act with integrity and treat their colleagues and others through the work with full respect.

## 8. Discrimination and harassment



We provide equal opportunity in employment and we do not tolerate any discrimination or harassment or any type from abuse. No direct or indirect discrimination shall take place based on any professionally non-relevant trait or circumstance, like gender, marital status, age, national or social or ethnic origin, colour, religion and political opinion, disability, sexual orientation, employee representation, property, birth or other status. Any kind of discriminatory behaviour, harassment, bullying or victimization is prohibited.

All staff is expected to follow the highest standards of conduct in all verbal and written communication based on mutual respect, and must refrain from any form of harassment, slander or any behaviour that could be taken as offensive, intimidating, humiliating, malicious or insulting. Having a diverse



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workforce—made up of team members who bring a wide variety of skills, abilities, experiences and perspectives—is essential to our success. Always take full advantage of what our team members have to offer. Listen and be inclusive. We are dedicated to the principles of equal employment opportunity, inclusion and respect.

## 9. Health, Safety and Diversity Environment



We provide clean, safe and healthy work conditions and we are dedicated to maintaining a healthy environment. We are committed to minimise the impact on the natural environment of our operations. We make efforts to reduce the use of finite resources, like energy or water, and the harmful emissions, like waste.

All staff must follow and comply with every relevant health, safety and environmental protection laws, regulations and rules all times.

We are committed to providing a pleasant, productive and secure work environment for all of our employees. We adhere to the highest environmental, health and safety standards in our workplace and rely on everyone to report accidents, injuries and unsafe equipment, practices or conditions. To further ensure a safe workplace, violence and threatening behaviour are never permitted. We insist on maintaining a drug-free workplace where all employees must work free from the adverse effects of drugs, alcohol or other controlled substances. At the same time, we recognize that employees who suffer from drug and alcohol dependence can be treated, and we encourage employees to seek professional care and counselling before they violate Lovefoodies inc's drug and alcohol policies. For further guidance on a healthy and safe workplace, please refer to our Employee Handbooks. Working together, we create a safe, diverse work environment built on:

- Honesty
- Integrity
- Self-respect

Having a diverse workforce—made up of team members who bring a wide variety of skills, abilities, experiences and perspectives—is essential to our success. Always take full advantage of what our team members have to offer. Listen and be inclusive. We are dedicated to the principles of equal employment opportunity, inclusion and respect.

## 10. Fair competition and business conduct



Our relationships with business partners are built upon trust and mutual benefits compliant with competition law. We are dedicated to ethical and fair competition, as we sell products and services based on their quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments

or gratuities, nor will we engage or assist in unlawful boycotts of particular customers. We commit to comply with all applicable trade controls, restrictions, sanctions and import-export embargoes.

We do not allow any violence of the fairness of any tendering process in any way. We refrain from damaging competition and the reputation of any business partners and any behaviour that harms competitor's credibility.

We do not hold back maliciously, unlawfully or unduly payments towards our partners, and we do not allow such practices in our supply chain, we fight the unethical practice of "debt chain".

Our staff is responsible for ensuring fair business during their job and adhere to every competition, consumer protection and fair marketing rule. Customers and business partners shall be treated fairly and equally, products and services shall be displayed in a manner that is fair and accurate (fair marketing and advertising), and that discloses all relevant information.

## 11. Anti-corruption



We firmly condemn and do not tolerate all forms of corruption. It is prohibited directly or indirectly offering, promising, giving, asking, soliciting or accepting any unfair advantage or benefit, in order to obtain, retain or facilitate in any way the business. An unfair advantage or benefit may include cash, any cash equivalent (e.g. voucher), gift, credit, discount, travel, personal advantage, accommodation or services. We do not permit facilitation (or "grease")

payments to government officials or private business in order to secure or speed up routine actions. Corruption also covers the misuse of function or position as well, when someone makes that false appearance that s/he improperly influences a decision maker.

Corruption for either to obtain or retain business, or to obtain or retain an advantage in the conduct of business is considered gross misconduct. Similarly accepting or allowing another person to accept a bribe is considered gross misconduct. Our staff has to account for all benefits received in the course of doing business and must not give or receive bribes or otherwise act corruptly.

## 12. Gifts and Hospitality



We shall avoid any actions that create a perception that favourable treatment was sought, received or given in exchange for personal benefits.

Business courtesies or benefits include gifts, gratuities, meals, refreshments, entertainment or other advantages from persons or companies with whom we do or may do business. We will neither give nor accept such benefits that constitute, or could reasonably be perceived as constituting, unfair business inducements that would violate law, regulation or policies, or would cause embarrassment. Our staff may never use personal funds or resources to do something that cannot be done with our resources.

We may accept and offer occasional gifts and hospitality that are customary and conform to reasonable ethical practices of the market, provided that they are not inappropriately excessive, not frequent and do not reflect a pattern of frequent acceptance, does not create the appearance of an attempt to influence business decisions. Only trivial gifts with low value can be accepted. All other gifts must be politely refused or, if received through post, returned to the donor. If return is not possible it shall be offered for charity or community purposes. It is the responsibility of the person offering, providing, receiving or accepting the gift to decide whether the gift is appropriate.

### 13. Security, protection and proper use of company assets



We are responsible for the security, protection and for the economic use of company resources. Our resources, including time, material, equipment and information are provided for legitimate business use only. Occasional personal use is permissible as long as it is lawful, does not affect job performance or disrupts workplace morale.

All staff are obliged to follow appropriate security measures and they should treat company property, whether material or intangible, with respect and shouldn't misuse company assets or use it carelessly.

### 14. Confidentiality, information security, proprietary information and intellectual property



We are committed to business information confidentiality, integrity and accessibility, we implement proper technical security measures and it is our staff's obligation to uphold this. Proprietary information includes all non-public information that might be harmful to the company or its customers, business partners if disclosed to unauthorised parties. All staff must handle any such information as secret. It also covers that, no one is entitled to trade with securities while in possession of non-public information or deliver non-public information to others that could have an impact on the securities. Every rule ensuring information security must be followed all the time.

We respect the property rights of others. We will not acquire or seek to acquire trade secrets or other proprietary or confidential information by improper means. We will not engage in unauthorised use, copying, distribution or alteration of software or other protected intellectual property.

### 15. Bookkeeping, true reporting and financial integrity



Our books, records, accounts and financial statements must be maintained in appropriate detail, must truly and properly reflect our transactions. We

condemn all forms of money laundering, so we are committed to do business with partners involved in legitimate business activities with funds derived from legitimate sources.

We commit ourselves to fair taxation and to avoid all tax evasion practices, including such as failing to issue receipts or accounting fake expense invoices.

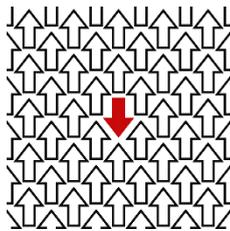
All staff must follow accounting procedures, ensure that business transactions are recorded and documented appropriately and make certain that all disclosures made in financial reports are full, honest, accurate, timely and understandable. All staff must not improperly influence, manipulate or mislead any audit.

## 16. Anti-Fraud



Fraud – the act or intent to cheat, steal, deceive or lie – is both unethical and, in most cases, criminal. Fraud in every form, (including e.g. submitting false expense reports; forging or altering financial documents or certifications; misappropriation of assets or misusing company property; making any untrue financial or non-financial entry on records or statements) is prohibited.

## 17. Conflict of Interests



Our decisions shall be based on objective and fair assessments avoiding the possibility of any improper influence. A "conflict of interest" exists when an employee's personal interest (that can be linked to e.g. friends, family, or customer, competitor, supplier, contractor entity, as well) interferes or potentially interferes with the best interests of Lovefoodies Inc. Determining whether a conflict of interest exists is not always easy to do, thus anyone with a conflict of interest question should seek advice from management.

Conflicts of interest could arise:

- Being employed (you or a close family member) by or being in economic relation with an actual or potential customer, competitor, supplier or contractor.
- Hiring or supervising family members or closely related persons.
- Serving as a board member for another company or organisation.
- Owning or having a substantial interest in a customer, competitor, supplier or contractor.
- Having a personal interest, financial interest or potential personal gain in any company transaction.



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If co-workers become involved in personal relations with each other, the onus is on the senior employee concerned to bring this to the attention of his or her manager to confirm that there is no conflict of interest, nor will a conflict of interest arise.

Be careful if you are doing work for other companies. Working as a director, officer, consultant or employee of any organisation that supplies goods or services to Equinix, purchases goods or services from Lovefoodies Inc, or competes with Lovefoodies Inc( IT service technology company) can present a conflict. You are not allowed to work for a competitor in any capacity.

## 18. **Privacy, personal data protection**



We respect people's privacy and we acknowledge customers, employees and other natural persons' need to feel confident that their personal data is processed appropriately and for a legitimate business purpose. We are committed to comply with all personal data protection laws. We only acquire and keep personal information that is necessary, and we give proper information on these activities to data owners. We implement proper security measures to assure confidentiality, integrity and availability of personal information.

Our staff must observe the legal requirements, apply compliant practices and follow related procedures to ensure legality of personal data handling and processing activities.

### YOUR VOICE MATTERS

Our reputation as an ethical company depends on all of us working together to ensure our high ethical standards are upheld. Sometimes it may seem easier to keep quiet if you see someone violating our Code but doing nothing can result in serious consequences. Speaking up when you observe illegal or unethical behaviour means you care about ensuring we maintain an ethical workplace. **WAYS TO SPEAK UP** You have the right and the responsibility to protect our Company from conduct that violates our Code. If you encounter Code violations or concerns, we rely on you to report these matters promptly. When you speak up, you can be assured that your concern will be addressed promptly and in confidence.

At Lovefoodies Inc, there are a number of appropriate ways for you to speak up about questions or concerns you may have, including:

- Talking to your manager
- Contacting your HR representative or [emily@lovefoodies.us](mailto:emily@lovefoodies.us)
- Contacting Lovefoodies Inc's compliance officer
- Emailing the Compliance Office at [support@Lovefoodies.us](mailto:support@Lovefoodies.us)
- Reaching out to your local legal representative

Our Code and all of our policies can be found on the office billboard.