



QAD Partner/Supplier Code of Conduct

At QAD, we believe that acting ethically, responsibly and with integrity is the right thing to do and the right thing to do for our business. These core values must be reflected by our own employees and are also dependent upon our forming relationships with business partners and suppliers who share our commitment to ethical business practices. This Partner/Supplier Code of Conduct documents our expectations for our partners and suppliers worldwide to act ethically, responsibly and with integrity in their business practices.

Partners and suppliers who do business with any of QAD's global entities are expected to abide by this Code of Conduct. This includes all QAD business partners and suppliers including, our distributors, sales agents, suppliers, solution and consulting partners, and subcontractors.

QAD expects our partners and suppliers to conduct business ethically, responsibly, and with integrity, honesty and transparency, including adhering to the following principles:

Compliance with Laws

Maintain awareness and comply with all applicable laws and regulations of the jurisdictions where partners/suppliers operate, including export laws of the United States and other jurisdictions. Where local laws are less restrictive than this Code of Conduct, partners/suppliers must comply with this Code of Conduct, even if the conduct or act in question would otherwise be legal. On the other hand, if local laws are more restrictive than this Code of Conduct, partners/suppliers must always, at a minimum, comply with those laws.

Anti-Corruption

QAD is committed to conducting its business free from extortion, bribery and all unlawful, unethical, or fraudulent activity. Partners/suppliers must not offer, give, promise or authorize any bribe, gift, loan, fee, reward or other advantage to any government official or employee, any customer, any QAD employee or any other person to obtain any business or improperly influence any action or decision. Partners/suppliers must comply with all applicable international anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act which applies to all partner/supplier dealings with and on behalf of QAD.

Conflicts Of Interest

Partners/suppliers must avoid any situation that may involve a conflict or the appearance of a conflict between their personal interests and the interests of QAD. Partners/suppliers must not offer or provide gifts or excessive hospitality or entertainment to any QAD employee or client or their families to obtain or retain business or to influence a decision. QAD employees and their family members may not hold any significant economic interest in any entity that does business with QAD and partners/suppliers are required to avoid such relationships with QAD employees.

Insider Trading

Partners/suppliers must ensure that any non-public information obtained as a consequence of a relationship with QAD or QAD customers is not used for the purpose of insider trading or otherwise for the personal benefit of the partners/suppliers, their employees or other persons.

Intellectual Property and Confidential Information

Partners/suppliers may only use QAD's intellectual property, such as copyrights, patents and trademarks, in a manner permitted under their contract with QAD and shall not misappropriate or infringe the intellectual property rights of others. Partners/suppliers must not misuse any trade secrets or proprietary or confidential information of QAD or of others (including QAD customers) for their own purposes or disclose such information to unauthorized third parties. Partner/suppliers shall adhere to industry standards for maintaining security awareness and background screening for personnel (as allowed by law), along with security incident reporting.

Notify QAD of violations

Partners/suppliers are expected to notify QAD if they become aware of any violation of this Code of Conduct or of any unauthorized use of QAD copyrights, trademarks, brands, logos or confidential information by a third party.
