

ACKNOWLEDGEMENT FOR CODE OF BUSINESS ETHICS AND CONDUCT

INTRODUCTION

At DerbySoft, we are committed to upholding the highest standards of ethical conduct in all aspects of our business operations. Our Code of Business Ethics and Conduct (the “Code”) serves as a guiding framework for all stakeholders, officers, directors, employees, and contractors, outlining the principles, values, and behaviors that define our organization.

By adhering to this Code, we ensure integrity, respect, and accountability in everything we do.

PURPOSE

The purpose of the Code is to:

- **Provide Guidance:** Set clear ethical guidelines and decision-making standards.
- **Promote Accountability:** Hold individuals accountable for their actions and decisions.
- **Foster Trust:** Build trust with our stakeholders by demonstrating our commitment to integrity and transparency.

SCOPE

The Code applies to all individuals associated with DerbySoft, including all stakeholders, officers, directors, employees, and contractors, including all independent consultants and service providers.

COMPLIANCE WITH ALL LAWS AND REGULATIONS

DerbySoft is dedicated to complying with all applicable laws, regulations, and industry standards. It is the responsibility of every individual associated with DerbySoft, including those identified above, to understand and adhere to these legal requirements in their respective roles. All such individuals must familiarize themselves with relevant laws and regulations about their job responsibilities. In addition, they must promptly report any potential violations of laws or regulations to the appropriate parties.

The failure to comply with legal requirements may result in disciplinary action, up to and including termination of employment or contract.

ANTI-CORRUPTION AND BRIBERY

DerbySoft strictly prohibits bribery, corruption, and unethical practices in all forms. Employees and stakeholders must:

- **Avoid Conflicts of Interest:** Refrain from engaging in activities that may create a conflict of interest or compromise integrity.
- **Gifts and Entertainment:** Exercise caution when giving or receiving gifts, hospitality, or other benefits to ensure compliance with anti-corruption laws.
- **Third-Party Relationships:** Conduct due diligence on third-party partners to ensure they uphold similar ethical standards.

ETHICAL BUSINESS PRACTICES

DerbySoft is committed to conducting business with honesty, fairness, and transparency. We believe in treating all stakeholders with respect and dignity, fostering a culture of inclusivity and collaboration. We expect all parties associated with DerbySoft to safeguard confidential information and respect the privacy rights of colleagues, clients, and partners.

In addition, DerbySoft is committed to engaging in fair competition in all respective ways, such as:

- **Antitrust Laws:** Adhere to antitrust laws and regulations to promote fair competition in the marketplace.
- **Intellectual Property:** Respect the intellectual property rights of others and protect our intellectual property assets.
- **Advertising and Marketing:** Ensure all marketing and advertising practices are truthful, accurate, and compliant with applicable laws and regulations.

RESPECTFUL WORKPLACE

DerbySoft has zero tolerance for harassment, discrimination, or any form of unfair treatment based on race, gender, age, religion, sexual orientation, or any other protected characteristic.

This Code of Conduct is a living document that reflects the values and principles of DerbySoft. It is the responsibility of every individual to familiarize themselves with its contents and uphold its standards in their daily activities. Violations of this Code may result in disciplinary action, up to and including termination of employment or contract. Together, we strive to maintain the highest level of integrity and ethical conduct, ensuring the continued success and reputation of DerbySoft.

REVIEWED & ACKNOWLEDGED (SIGN):

PRINT NAME:

COMPANY:

DATED: