



RIVIX Code of Conduct and Business Ethics

January 2025

Purpose

This Code sets the standard for how Rivix works, communicates, and represents itself. It outlines expectations for anyone acting on behalf of Rivix, including employees, contractors, sourcing partners, and suppliers. We run an honest operation, protect the people who make our products, stay compliant, and support the companies that trust us.

How We Work

Everyone representing Rivix is expected to follow laws in all regions where we operate, protect partner privacy, communicate clearly, follow safety rules, and avoid behavior that harms Rivix or its partners.

Honest Business Practices

Rivix does not tolerate bribery, kickbacks, or attempts to gain business improperly. Decisions must be based on performance, pricing, capability, and timelines.

Working With Suppliers

Rivix works only with vetted factories and material providers. They must follow legal employment standards, maintain safe conditions, avoid forced or child labor, and not subcontract without approval.

Working Conditions and Human Rights

Partners must provide safe facilities, fair wages, proper breaks, no intimidation, access to PPE, and emergency procedures and training.

Product Integrity

Rivix manages quality through sampling, approvals, inspections, and checks. We do not ship unsafe or defective goods, hide issues, mislabel materials, or cut corners without approval.

Compliance and Documentation

Rivix keeps accurate records for materials, testing, production timelines, import and export requirements, billing, communication, and shipment details.

Conflict of Interest Avoid situations where personal gain conflicts with Rivix responsibilities. Any conflict must be reported immediately.

Data Protection and Privacy

Rivix handles sensitive client and supplier information. It must be protected and only shared through approved channels.

Environmental Responsibility

Rivix works with partners who follow environmental laws, manage chemicals safely, dispose of waste properly, and report honestly.

Use of Rivix Brand and Assets

The Rivix name, logo, and materials may not be used without written approval.

Social Media and Public Statements

Only authorized individuals may speak publicly for Rivix or share internal information.

Reporting Concerns

Reports about safety, ethics, or compliance are reviewed confidentially. Good faith reporting is encouraged.

Non-Retaliation

Rivix does not allow retaliation against anyone who raises a concern.

Consequences for Violations

Violations may lead to corrective action, suspension, removal from projects, or termination.

Commitment We expect

all partners to follow this Code and support the companies relying on Rivix