



CODE OF CONDUCT AND BUSINESS ETHICS

ISSUED: JANUARY 2026 | **REVIEW CYCLE:** ANNUAL | **DOCUMENT OWNER:** OPERATIONS

I. PURPOSE

This Code of Conduct and Business Ethics sets the standards for how RIVIX operates, communicates, and represents itself. It outlines expectations for anyone acting on behalf of RIVIX, including employees, contractors, sourcing partners, and suppliers.

RIVIX is committed to operating honestly, protecting the people who make our products, complying with applicable laws, and supporting the clients and partners who rely on us.

II. HOW WE WORK

All individuals representing RIVIX are expected to comply with applicable laws in all regions of operation, protect partner and client confidentiality, communicate clearly and professionally, follow safety requirements, and avoid conduct that could harm RIVIX or its partners.

III. HONEST BUSINESS PRACTICES

RIVIX does not tolerate bribery, kickbacks, or any attempt to gain business improperly. Business decisions must be based on performance, pricing, capability, quality, and delivery timelines.

IV. WORKING WITH SUPPLIERS

RIVIX works only with vetted factories and material providers. Suppliers must comply with legal employment standards, maintain safe working conditions, prohibit forced or child labor, and refrain from subcontracting without prior approval.

V. WORKING CONDITIONS AND HUMAN RIGHTS

Partners are expected to provide safe facilities, fair wages, legally required breaks, freedom from intimidation or harassment, access to appropriate personal protective equipment (PPE), and effective emergency procedures and training.

VI. PRODUCT INTEGRITY

RIVIX manages product quality through sampling, approvals, inspections, and ongoing checks. We do not ship unsafe or defective goods, mislabel materials, conceal issues, or bypass required approvals.

VII. Compliance and Documentation RIVIX

Maintains accurate and complete records related to materials, testing, production timelines, import and export requirements, billing, communications, and shipment details.

VIII. CONFLICT OF INTEREST

Individuals must avoid situations where personal interests conflict, or appear to conflict, with RIVIX responsibilities. Any actual or potential conflict of interest must be disclosed immediately.

IX. DATA PROTECTION AND PRIVACY

RIVIX handles sensitive client, supplier, and business information. Such information must be protected and shared only through approved and secure channels.

X. ENVIRONMENTAL RESPONSIBILITY

RIVIX works with partners who comply with environmental laws, manage chemicals safely, dispose of waste responsibly, and report environmental information accurately.

XI. USE OF RIVIX BRAND AND ASSETS

The RIVIX name, logo, intellectual property, and company assets may not be used without prior written approval.

XII. SOCIAL MEDIA AND PUBLIC STATEMENTS

Only authorized individuals may make public statements or represent RIVIX. Internal, client, or supplier information must not be shared publicly without approval.

XIII. REPORTING CONCERNS

Concerns related to safety, ethics, or compliance may be reported confidentially. Good-faith reporting is encouraged and taken seriously.

XIV. NON-RETALIATION

RIVIX prohibits retaliation against anyone who raises a concern in good faith.

XV. CONSEQUENCES FOR VIOLATIONS

Violations of this Code may result in corrective action, suspension, removal from projects, or termination of the business relationship.

COMMITMENT

All employees, partners, and suppliers are expected to follow this Code and support the companies and communities that rely on RIVIX.

Last Reviewed: January 2026