

# Supplier and Business Partner Code of Conduct

TeamViewer Group  
Last Updated July 2020



## Contents

### Purpose 3

Social Standards and the Respect for Human Rights.....	3
Respect for Human Rights.....	3
Prohibition of Forced, Child or Compulsory Labor .....	3
Zero Tolerance for Discrimination and Harassment.....	4
Transparency on Working Hours, Wages & other Benefits for Employees.....	4
Freedom of Association and the Right to Collective Bargaining .....	4
Good (Corporate) Governance Standards.....	4
Countering Bribery and Corruption.....	4
Avoiding Conflict of Interest.....	4
Complying with Antitrust and Fair Competition Laws .....	4
Fighting Money Laundering, Terrorist Financing and complying with Trade Controls .....	5
Information Confidentiality and Insider Trading.....	5
Environmental Standards.....	5
Failure to Comply .....	5
Audit and Self-Declaration .....	5
TeamViewer Supplier and Business Partner Code of Conduct -Self-Declaration.....	6

## SUPPLIER AND BUSINESS PARTNER CODE OF CONDUCT

### PURPOSE

TeamViewer became a leading global connectivity platform with a clear mission to connect anyone, anything, anywhere, anytime. We see this success as a great privilege as well as a great responsibility. A responsibility towards our customers, partners, suppliers, employees and shareholders.

As per TeamViewers Code of Conduct, Integrity, transparency, and compliance with applicable laws and regulations should always guide decision-making to further shape our reputation as a trusted business partner.

TeamViewer expects its suppliers and other business partners (e.g. contractors, consultants, sales partners) to commit to the high standards of ethical business conduct defined in this Supplier and Business Partner Code of Conduct. All business activities, directly or indirectly, performed for, or on behalf of TeamViewer must follow the principles set forth in this document as well as all applicable local and international laws, rules and regulations.

This Supplier and Business Partner Code of Conduct is split into three sections:

- Social standards and the respect for human rights
- Good (corporate) governance standards
- Environmental standards

It is based on the regulations defined in the

- TeamViewer Code of Conduct [add link],
- United Nations Global Compact [add link]
- Universal Declaration of Human Rights [add link],
- International Labor Organization [add link].

### SOCIAL STANDARDS AND THE RESPECT FOR HUMAN RIGHTS

#### Respect for Human Rights

TeamViewer expects its suppliers and other business partners to comply with global standards on the respect for human rights and labor rights of the respective applicable local laws. In particular, this includes the recognition of the United Nations Global Compact.

#### Prohibition of Forced, Child or Compulsory Labor

In accordance with the conventions of the International Labour Organization (ILO), TeamViewer expects its suppliers and other business partners not to tolerate child labor, forced labor, or any other form of

compulsory labor. "Child" thereafter refers to any person employed under the age of 15 (or 14 where the law of the country permits). Additionally, no workers must be employed under the age of 18, to perform hazardous work.

### [Zero Tolerance for Discrimination and Harassment](#)

We as TeamViewer are particularly proud of our diverse workforce. Our suppliers and other business partners must commit not to engage in any kind of discrimination based on age, gender, race, ethnic background, marriage status, sexual orientation, gender identity, national origin, religious beliefs or physical condition and create a work environment free of harassment. Committing to and promoting of equal opportunities is expected.

### [Transparency on Working Hours, Wages & other Benefits for Employees](#)

TeamViewer expects its suppliers and other business partners to comply with the applicable national and global laws on working hours. All wages and other benefits of employees must be paid in timely manner and in accordance with current applicable laws. Employees must receive contracts, stating working hours and compensation.

### [Freedom of Association and the Right to Collective Bargaining](#)

Open communication across all levels and functions is the most effective way to resolve workplace issues. Suppliers and other business partners must respect the rights employees to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws. Employees should be able to communicate openly with the management regarding working conditions without the fear of retaliation.

## **GOOD (CORPORATE) GOVERNANCE STANDARDS**

### [Countering Bribery and Corruption](#)

In accordance with the provisions of the UN Global Compact, TeamViewer does not tolerate and does not directly or indirectly engage in any form of corruption or bribery and expects its suppliers and other business partners to act accordingly. In particular, refrain from granting, offering or promising anything of value in order to obtain an improper advantage. This includes to renounce from giving or accepting improper facilitation payments. Special care must be taken when dealing with government officials.

### [Avoiding Conflict of Interest](#)

TeamViewer expects its suppliers and other business partners to conduct themselves in a safe and professional manner and to refrain from any action that may be considered a conflict of interest. In case such conflicts arise between supplier / business partner and TeamViewer, any of these must be eliminated and reported to TeamViewer.

### [Complying with Antitrust and Fair Competition Laws](#)

Antitrust and fair competition laws are designed to protect consumers and competitors against unfair business practices and promote and protect healthy competition. TeamViewer expects its suppliers and other business partners to compete fairly and comply with all applicable antitrust laws.

### [Fighting Money Laundering, Terrorist Financing and complying with Trade Controls](#)

As a global connectivity platform, TeamViewer takes Anti-Money Laundering laws very seriously. Our suppliers, like TeamViewer, must refrain from any form of money laundering or terrorist financing activities. Sales distribution partners and resellers in particular must follow global trade control and sanctions regulations in order not to engage with sanctioned companies or individuals in the name of TeamViewer.

### [Information Confidentiality and Insider Trading](#)

Third parties working for or on behalf of TeamViewer might come across confidential information. Unless disclosure is authorized, such information is to be safeguarded and kept confidential and not used or spread outside of the directly relevant business context. Additional agreements (e.g. Non-disclosure agreements) determine details and must be acknowledged. This includes share price relevant information. Suppliers and other business partners must refrain from dealing any TeamViewer securities when in possession of such information and never recommend, "tip" or suggest anyone else to buy or sell.

### [ENVIRONMENTAL STANDARDS](#)

TeamViewer commits itself to its social and environmental responsibility. Seeking business excellence on a sustainable basis is integral to producing leading products and services. Suppliers and other business partners must commit to efforts to continuously reduce the global carbon dioxide footprint and to reduce waste of all types including water and energy.

The introduction of an Environmental Management System should be aimed for.

### [FAILURE TO COMPLY](#)

Failure to accept the TeamViewer Supplier and Business Partner Code of Conduct and to comply with it during the course of business, may lead to disqualification as an accepted supplier or business partner.

### [AUDIT AND SELF-DECLARATION](#)

TeamViewer trusts its suppliers and other business partners in ensuring they comply with the above-mentioned standards. Still, TeamViewer reserves the right to monitor whether this Supplier and Business Partner Code of Conduct is respected, by making use of at least one of the following methods: supplier self-declaration, declaration via third parties, submission of certifications, and the right to conduct onsite audits to ensure compliance.

## TEAMVIEWER SUPPLIER AND BUSINESS PARTNER CODE OF CONDUCT -SELF-DECLARATION

1. The supplier or other business partner has received, read and understood the "TeamViewer Supplier and Business Partner Code of Conduct"
2. By signing this self-declaration, the supplier or other business partner additionally to general (existing) contractual provisions. hereby commits to comply with and acknowledge all principles and regulations of the TeamViewer Supplier and Business Partner Code of Conduct
3. The substantive law applicable in the Federal Republic of Germany applies to this declaration.

Supplier / Business Partner Company Name

Location, Date

Location, Date

Name (printed letters)

Name (printed letters)

Signature

Signature

Please sign this declaration with authorized signatories and send back to:

TeamViewer AG  
Procurement Department  
Jahnstraße 30  
73037 Göppingen