



Telephony over IP by



# Ethics Charter and Company responsibility

# Introduction

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M2Msoft is a French leading Voice over IP solutions manufacturer that started on April 2003, with a wide range of standard (COTS) software products as well as custom designed products.

M2Msoft products offer the best of the technology for enterprises, service providers and industrials.

In order to provide the best of its technology to its different partners and clients, the M2Msoft team is aimed to respect specific quality standards.

Apart from this quality guarantee, the internal politics of the company is drawn around an informal code of “good behavior” at various levels: inside the company and outside with the environment interactions.

This charter aims to formalize the numerous values and believes of M2Msoft, committed in the application of an ethic and responsible strategy to which the partners in general are invited to join.

Consequently, M2Msoft is asking to its providers, partners and commercial agents to join its Responsible approach and to respect the principles of this charter.

# Principles

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## Human Rights

Providers, partners and commercial agents of M2Msoft are committed to respect the principles of the Universal Declaration of Human Rights.

## Labour standards

Providers, partners and commercial agents of M2Msoft comply to their national legislation for the labour right and declare that they respect the principles coming from the following international conventions:

- The Convention N°14 of the International Labour Organisation that guaranties a weekly rest with a minimum of twenty four hours consecutively,
- The ILO Conventions N°29 and N°105 prohibiting the forced labor,
- The ILO Conventions related to the abolition of Child Labor and the minimum of age requested to start work.

Besides, providers, partners and commercial agents of M2Msoft are committed to:

- Not request the work of a foreigner without a working title, the deals of human beings or the traffic of foreigner labor
- Care of the equal opportunities and treatments in the work place, without discrimination for ethnic, mores, sex, age, union views, politics or religious motives of people. Besides, they have to foster the work of disabled people (according to the local public order).
- Allow the development of the social dialogue and the collective negotiation fostering freedom of expression and workers associations.
- Put in place a health protection system according to the legal requirements
- Ensure a health and safety workplace for their employees

## Environment

Providers, partners and commercial agents of M2Msoft have to establish adapted measures for the environment:

- Be in accordance with the Environment legacy
- To limit the impact of their activities on the environment, for instance by reducing their energy and natural resources, reducing their production of waste and by avoiding the all natures of issues
- To prevail and limit the environmental risks of their products and activities (hazardous substances, radiations...) and risks of health over the environment
- To ensure the awareness and the training of the whole staff to their committed actions for the environment

## **Governance**

Providers, partners and commercial agents of M2Msoft accept to do the maximum to exercise their activities respecting the principles of a good governance, to optimize their means of risk management and internal control, to give a clear and reliable information on their financial situations, strategic orientations and management politics.

## **Prevention of corruption**

Providers, partners and commercial agents must not, directly or not, offer, promise, allow or seek for illegal payments or other undue advantages in order to obtain or keep a market or other. These provisions have to be applied to public agents and employees and their private partners.

# Implementation of the charter

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## Contractual value

This document is an integral part of any types of partnership contracts.

## Application field

The charter is applicable to all the providers, partners and commercial agents of M2Msoft on the French territory and abroad.

## Third commitment

They have to satisfy at least the national and local requirements. The principles previously defined by M2Msoft ; if they are more exigent than the legal practices or their third proper ethic code, then they are the referring principles. By signing this charter, providers, partners and commercial agents of M2Msoft, accept and commit themselves to respect those principles..

In the case of a non respect of those principles, M2Msoft and its numerous partners in a common project approach, will consult themselves in order to reach criterions fixed by the Charter through suitable accompanying measures.

## In a case of a non respect of the Charter

Every rejection from the provider, the partner or the commercial agent to get committed to this improvement approach may engender, from M2Msoft, an unilateral termination of all the contracts, after an unsuccessful notice, without any damages and interests.

The provider, the partner or the commercial agent is plenty responsible of all the consequences linked to the non respect of the Charter principles by itself, its providers and its subcontractors. Consequently it will take in charge all the compensation fees due to the non respect of this charter (le lawyer fees included) to M2Msoft.

*'I acknowledge being aware of the principles of the Ethic Charter and Company Responsibility and to respect all of them'.*

Company:.....

Name :.....

Function:.....

Made in :.....

Date :.....

Signature and company's stamp