



Terms & Conditions

Redington's Code of Business Conduct

Redington is committed to conducting business with the highest standards of transparency, ethical conduct, honesty, and integrity.

These Terms and Conditions outline the essential requirements that all business partners are expected to comply with at all times while engaging with Redington, including its subsidiaries, affiliates, and employees.

1. Compliance with Laws

Business partners undertake to fully comply with:

- All applicable laws and regulations in their respective jurisdictions, including but not limited to competition laws, data protection, and privacy regulations.
- All applicable export control laws, trade controls, and sanctions regimes, including but not limited to those imposed by the United States and the United Nations.

2. Anti-Bribery and Anti-Corruption

Business partners must:

- Conduct all business activities in an ethical, honest, and transparent manner.
- Comply with all applicable anti-bribery and anti-corruption laws, including local laws, the U.S. Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act.
- Adhere to a zero-tolerance policy toward bribery and corruption, whether direct or indirect.
- Not offer, give, solicit, or accept gifts, benefits, or anything of value that could improperly influence business decisions or create an unfair business advantage.

3. Intellectual Property Rights

Business partners are expected to:

- Respect all intellectual property rights of Redington and third parties.
- Promptly report any known or suspected violations of intellectual property rights related to the products or services handled.

4. Safety, Health, and Environment

Business partners must:

- Comply with all applicable health, safety, and environmental laws and regulations.
- Obtain, maintain, and keep valid all required licenses, permits, and approvals necessary for their operations.

5. Reporting of Violations

Any actual or suspected violations of these Terms and Conditions or Redington's Code of Business Conduct should be reported to:

✉ bizconduct@redingtongulf.com

All reports will be handled with strict confidentiality and treated with due care.

6. Compliance Acceptance – Marketing Programs

By accepting any invitation or incentive under a Redington marketing program, you confirm that:

- The acceptance is not intended to influence, directly or indirectly, any pending business decisions, bids, or procurement processes involving Redington or its group companies.
- You confirm that you are not an end user, public official, government employee, or an employee of a fully or partially state-owned enterprise.

By accepting any invitation or incentive under a Redington marketing program, you confirm that:

- You have obtained the necessary approvals from relevant authorities or your organization prior to accepting the invitation or incentive.
- Acceptance does not violate any applicable laws, regulations, or internal company policies.

7. Company Authorization

Acceptance of any invitation or incentive confirms that:

- You have obtained full authorization from your organization.
- Such acceptance does not breach your company's internal policies or guidelines.

8. Right to Disclosure

Redington reserves the right to notify or disclose details of any invitation or incentive provided to your organization, vendor partners, or relevant authorities, where required.

 Redington

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Rewarding Growth. Inspiring Loyalty