

## Impactiva-Supply Chain Partners Terms of Engagement

THIS Term of Engagement is made in \_\_\_\_\_ on \_\_\_\_\_

BETWEEN:

IMPACTIVA, S.A. a company incorporated in Panama whose registered office is at Torre Banco General 21<sup>st</sup> floor, c/ Aquilino de la Guardia, P.O. Box 55-1450, Panama, Republic of Panama, duly empowering for this act Mr. Jose R. Suarez (hereinafter "IMPACTIVA") and

\_\_\_\_\_ a company incorporated in \_\_\_\_\_ whose registered office is at \_\_\_\_\_, duly empowering for this act \_\_\_\_\_ (hereinafter the "Partner"); and

### THE ABOVE PARTIES AGREE to the following:

Whereas Impactiva provides quality control services to a Customer at the Partner's site, the following Terms of Engagement are meant to clarify the key points of the relationship between both parties:

#### 1.1 No Gift Policy

- a) In trying to maintain its tradition of being a corruption-free Company, Impactiva has introduced a "No Gift Policy" for its staff and Partners effective July 1, 2007. This means that Impactiva staff is instructed not to receive any gifts or entertainment, no matter how small, from its Partners.

This "No Gift Policy" includes paying Impactiva staff for the performance of work not related to Impactiva's customers.

If for practical reasons, the Partner is providing temporary housing or meals to Impactiva staff, Impactiva is obligated to pay said Partner competitive market rates for the providing of said housing/meals.

Temporary housing will be provided: Yes or No

If yes at a rate of \_\_\_\_\_ / month

Meals will be provided: Yes or No

If yes at a rate of \_\_\_\_\_ / meal

**Our Partner hereby agrees that if they ever learn about any Impactiva Team Member not following our "No Gift Policy", they will immediately inform Impactiva's Managing Director at the following hotlines:**

**Email: [managingdirector@impactiva.com](mailto:managingdirector@impactiva.com)**

**Telephone: +1 978 806 1105**

- b) The Partner understands and hereby confirms that it will strictly abide by such a "No Gift Policy". Said policy is meant to safe guard the quality and integrity of Impactiva's work and consequently the fulfillment of our mutual objective, "the shipping of quality products to our mutual Customer".
- c) Impactiva has pledged to vigorously fight corruption as it is the cancer which destroys the effective and efficient functioning of businesses, supply chains and nations.