

## VioPixel Third-Party Vendor & Partnership Policy

Effective Date: 03/01/2019

### 1. Purpose

At VioPixel, we believe that our success is built on strong, ethical, and innovative collaborations. We hold our third-party vendors and partners to the same high standards we apply to ourselves. This policy ensures that all external partnerships align with our core values—**Creativity First, People Over Profits, Work Smart Play Hard, Transparency is Key, and Growth Mindset**—while safeguarding our brand, clients, and business operations.

### 2. Scope

This policy applies to all third-party vendors, contractors, suppliers, affiliates, agencies, and strategic partners who engage in business with VioPixel. It governs:

- Procurement and vendor selection
- Performance and ethical standards
- Compliance with legal and regulatory requirements
- Data security and confidentiality
- Conflict resolution and contract enforcement

### 3. Vendor & Partner Selection Criteria

VioPixel engages with vendors and partners that share our vision for excellence and innovation. All third parties must:

- Demonstrate a commitment to ethical business practices.
- Align with VioPixel's quality and service standards.
- Provide transparent and competitive pricing.
- Adhere to all applicable laws and regulations.
- Uphold strict data protection and cybersecurity protocols.

- Show a track record of reliability, performance, and innovation.

## 4. Ethical & Compliance Standards

To maintain our high ethical standards, VioPixel requires all vendors and partners to:

- **Operate with integrity**—No engagement in fraud, bribery, or unethical business practices.
- **Ensure fair labor practices**—No forced labor, child labor, or workplace discrimination.
- **Protect confidentiality**—Safeguard any proprietary, client, or employee information.
- **Avoid conflicts of interest**—Disclose any potential conflicts prior to engagement.
- **Comply with environmental sustainability efforts**—Support eco-friendly and sustainable business practices.

## 5. Data Security & Confidentiality

VioPixel prioritizes data security and requires vendors and partners to:

- Comply with all data privacy laws, including GDPR and CCPA where applicable.
- Use industry-standard cybersecurity measures to prevent breaches.
- Sign and adhere to strict **Non-Disclosure Agreements (NDAs)** before accessing any sensitive information.
- Report any data breaches or security incidents immediately to VioPixel's compliance team.

## 6. Performance Expectations & Accountability

All vendors and partners must:

- Meet deadlines and deliverables as agreed upon.
- Provide clear and accurate reporting on work completed.

- Communicate proactively about any potential disruptions or challenges.
- Participate in periodic performance reviews to ensure alignment with VioPixel's standards.
- Be open to feedback and continuous improvement, in line with our **Growth Mindset**.

## 7. Contract Termination & Enforcement

VioPixel reserves the right to terminate agreements with any vendor or partner that:

- Fails to meet performance or ethical standards.
- Engages in conduct that damages VioPixel's reputation or operations.
- Breaches confidentiality, security, or compliance obligations.
- Engages in discriminatory, unethical, or illegal activities.

## 8. Commitment to Innovation & Long-Term Success

At VioPixel, we don't just build partnerships—we build relationships rooted in trust, collaboration, and shared success. We expect our vendors and partners to uphold the same level of excellence and passion that drives our brand forward. By working together, we create **Memorable Websites That Leave Impressions**.