



Polycom Partner Policy: Compliance with Global Anti-Corruption Laws

Polycom is committed to maintaining the highest level of professional and ethical standards in the conduct of its business in all countries in which it operates or otherwise has business connections. It is Polycom's policy to act responsibly in our business dealings and ensure that we fully comply with applicable anti-corruption and other laws.

We Expect All of Our Business Partners:

1. To also operate ethically, transparently and professionally at all times.
2. To have clear policies that you make known to your own employees, subcontractors and vendors that expressly prohibit any form of bribery or corruption and which require that you maintain accurate and complete company books and records.
3. To understand that as a Polycom Partner, you are never authorized to promise or offer to pay, or use money or other consideration for any unlawful purposes, including any purpose that would violate applicable anti-bribery and other anti-corruption laws, such as direct or indirect payments, for the purpose of obtaining or retaining business, to or from any person associated with either a commercial or government-affiliated entity, as well as any person who is a candidate for political office, or any political parties or party officials.
4. To understand that Polycom shall have the right to suspend or terminate its business relationship with you in the event that you fail to comply with this policy.
5. To promptly report to Polycom any concerns you may have with any Polycom business practices, please dial #1-866-662-6025 or access the following link for instructions:
<https://secure.ethicspoint.com/domain/media/en/gui/19119/index.html>