

Declaration of the Supplier:

We hereby declare the following:

We have received a copy of the "Code of Conduct for VietSoftware International Inc Suppliers" (hereinafter referred to as the "Code of Conduct") and hereby commit ourselves, in addition to our commitments set out in the supply agreements with VietSoftware International Inc, to comply with its principles and requirements.

Place, date

Signature

Name (BLOCK CAPITALS), Function

Company Seal

This document must be signed by an authorized representative of the company and returned to VietSoftware International Inc within 10 working days of receipt.



Le Xuan Hai
Chief Executive Officer
VietSoftware International Inc

Code of Conduct for VietSoftware International Inc Suppliers

This Code of Conduct defines the basic requirements placed on VietSoftware International Inc's suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. VietSoftware International reserves the right to reasonably change the requirements of this Code of Conduct. In such event VietSoftware International expects the supplier to accept such reasonable changes.

The supplier declares herewith:

Legal compliance

- To comply with the laws of the applicable legal system(s).

Prohibition of corruption and bribery

- To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

Respect for the basic human rights of employees

- To promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- To respect the personal dignity, privacy and rights of each individual;
- To refuse to employ or make anyone work against his will;
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- To prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- To provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- To comply with the maximum number of working hours laid down in the applicable laws;
- To recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Prohibition of child labor

- To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

Health and safety of employees

- To take responsibility for the health and safety of its employees;
- To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- To provide training and ensure that employees are educated in health and safety issues;
- To set up or use a reasonable occupational health & safety management system

Environmental protection

- To act in accordance with the applicable statutory and international standards regarding environmental protection;
- To minimize environmental pollution and make continuous improvements in environmental protection;



Le Xuan Hai
Chief Executive Officer
VietSoftware International Inc