



PARTNER CODE OF CONDUCT

Renaissance Data Solutions (RDS) is committed to upholding the highest ethical business standards and practices throughout our organization. We are firm believers in developing and implementing strong Corporate Social Responsibility (CSR) practices and policies within our company and throughout the RDS Partner Network. We aspire to offer the highest quality products and services, while maintaining our dedication to ensuring business is done ethically and with the utmost integrity.

At Renaissance Data Solutions, all persons, partners, or companies supplying goods or services to RDS must agree to adhere to the values and principles stated within this "Code of Conduct." The standards set-forth in the Code of Conduct outline the minimum requirements expected of said persons, partners, or companies supplying goods or services to RDS, ensuring customers and associates the highest levels of service, support and trust.



MICHAEL PRICE, CHIEF EXECUTIVE OFFICER



Our values determine our direction. *The success of our business depends upon the reputation of our Company and our employees. Our Code of Conduct outlines the behaviors that are expected of all of us at RDS. Together, we must continue to earn respect and build lasting relationships with our employees, customers, communities, and investors. RDS's Code applies equally to all employees, including our officers and members of our Board of Directors. Additionally, our suppliers, contractors, business partners or anyone else working on our behalf are expected to follow the standards outlined in this Code.*

HEALTH, SAFETY & ENVIRONMENT

RDS will protect the health and safety of all of our employees and strive for minimal environmental impact in all work that we do. No activity at RDS is more important than ensuring that effective measures are in place to protect our employees and those who work with us. Everyone who works with RDS is responsible for protecting the environment and the health and safety of themselves, their fellow employees, and the communities where we work. Our commitment to health, safety and environmental performance is an integral part of our business and achieving superior HSE solutions is essential to our long-term success.

We will continually improve our environmental, health and safety performance by:

- *Demonstrating HSE commitment and leadership throughout all aspect of operations.*
- *Setting HSE objectives for the company to measure your HSE performance.*
- *Providing necessary resources to reach HSE excellence throughout your organization.*
- *Ensuring that all employees understand their HSE responsibilities and are competent to meet them.*
- *Identifying, assessing, and managing HSE risk.*
- *Integrating health, safety, and environmental best practices into all parts of your business.*
- *Ensuring compliance with applicable laws, regulations, and industry standards.*
- *Conducting audits and management reviews to continuously improve HSE performance throughout your operations.*

RDS recognizes the importance of involvement and commitment of management and the responsibility of each and every employee, partner, or associate in the application of this policy statement. Managers, supervisors and employees at all levels are held accountable for the health, safety and environmental performance of themselves and those they are responsible for.

EQUAL EMPLOYMENT

At RDS, we are committed to enabling and providing equal employment and advancement opportunities for all individuals without distinction or discrimination based upon an individual's race, color, sex, national origin, age, religion, creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law. We ask that you evaluate all of your employees on the basis of their performance and provide them with honest and fair feedback in this regard. We cannot accept false and malicious statements or similar actions by our employees, partners, or associates which may cause damage to our customers, employees or stockholders, the Company itself or the community.

Based on our values and commitment, we always aim at resolving problems in a way that is respectful to the individual and pursue solutions which, to the extent possible, adequately take into account the interests and requirements of the individuals concerned. We ask that you ensure that appropriate procedures are in place to resolve any employment-related problem seriously, confidentially and as quickly as possible.



PRIVACY PROTECTION

RDS shall not use or disclose the information for any purpose other than that directly related to the purpose for which it was collected. The information may be disclosed where the individual concerned has consented to use or disclosure of the information for that other purpose or where RDS believes that the use or disclosure of the information for that other purpose is necessary to prevent a serious and imminent threat to the life or health of a person. The information may be disclosed if required by law. In any event RDS will note any disclosure on the record.

We require that all partners have a stated privacy policy in place that protects your organization, employees, associates, and partners, with protective measures that ensure compliance with this Code of Conduct.

INSIDE INFORMATION

It is a violation of federal securities laws and Company policy for any person to buy or sell securities of an associated organization if he or she is in possession of material, non-public information. Information is "material" if it could affect a reasonable person's investment decision whether to buy, sell or hold a company's securities. Information is non-public if it has not been disclosed to the public and, even after disclosure has been made, until a reasonable time has passed after it has been disclosed by means likely to result in widespread public awareness. Material information includes, for example, a company's anticipated earnings, plans to acquire or sell significant assets and changes in senior executives. Directors, officers and employees should try to limit transactions to times when it can reasonably be assumed that all material information about the Company has been disclosed.

CONFIDENTIAL INFORMATION

Confidential information includes any information that is not generally known to the public and is helpful to the Company or would be harmful to the Company if it were disclosed to competitors. Confidential information also includes information that suppliers and customers have entrusted to us. Confidential information includes, for example, any nonpublic information concerning the Company, including its business, properties, financial performance, results or prospects, and any nonpublic information provided by a third party with the expectation or contractual agreement that the information will be kept confidential and used solely for the business purpose for which it was conveyed. Directors, officers and employees must safeguard all confidential information, keep it secure and limit access to those who have a need to know in order to do their jobs. Directors, officers and employees shall not, without proper authority, give or release to anyone confidential information of the Company, its subsidiaries or their customers.

Purchasing Practices. *Purchasing decisions must be made based solely on the Company's best interests. Third parties win Company business based on product or service suitability, price, delivery and quality. Purchasing agreements should be documented and clearly identify the requirements or other services to be provided, the basis for earning payment, and the applicable rate or fee. The amount of payment must be commensurate with the services or products provided.*

ACCURATE RECORDKEEPING

It is the policy of the Company, that our organization, our partners, and any associates fully and fairly disclose the financial condition of their Company in compliance with applicable accounting principles, laws, rules and regulations. All books and records of your organizations shall be kept in such a way as to fully and fairly reflect all Company transactions. Those who perform accounting and finance related duties shall (1) act with honesty and integrity, avoiding actual or apparent conflicts of interest in personal and professional relationships, (2) provide information that is accurate, complete, objective, relevant, timely and understandable, (3) comply with rules and regulations of federal, state, and local governments, and other appropriate private and public regulatory agencies and (4) act in good faith, responsibly, with due care, competence and diligence, without misrepresenting material facts or allowing one's independent judgment to be subordinated.

COMPETITIVE INFORMATION

Competitive information is a valuable tool that allows us to understand and manage our markets and services so we can better meet our customers' needs. It is important that we comply with applicable law in acquiring information, which, of course, prohibits theft, blackmail, wiretapping, electronic eavesdropping, bribery, improper inducement, receiving stolen property, threats, and other improper methods. It is also important that we acquire information ethically. We must not misrepresent who we are or who we work for. We will respect the confidentiality of our competitors' and suppliers' information.

RECORDING COMMUNICATIONS

All business records and communications should be clear, truthful and accurate. Business records and communications often become public through litigation, government investigations and the media. Records should always be retained according to the Company's record retention policies. In addition, directors, officers and employees must adhere to appropriate procedures governing the destruction of the Company's records, consistent with applicable laws, regulations, Company policies and business needs. No person should destroy, alter or falsify any document that may be relevant to a threatened or pending lawsuit or governmental investigation. You should consult with, and follow the instructions of, the appropriate supervisor in these situations.

INQUIRIES FOR INFORMATION

The Company must be made aware of any inquiries from the government, the financial/analyst community or the media so that it can properly and thoroughly respond. If you are contacted by a representative of the governmental agency seeking an interview or making a non-routine request for documents, you should immediately contact the Company's Legal Department so that appropriate arrangements can be made to fully comply with the Company's legal obligations. No employee is authorized to speak with analysts or members of the media or financial community unless specifically authorized.

REPORTING

Quarterly each director, officer and employee shall provide a report to General Counsel on any (1) gifts, meals or entertainment accepted from an existing or potential supplier, vendor, contractor, customer, competitor, regulator, or others that do business or are trying to do business with the Company where the estimated value of any gifts, meals and entertainment in the aggregate exceeds \$300.00 for the quarter and (2) favors, benefits or discounts accepted from or through an existing or potential supplier, vendor, contractor, customer, competitor, regulator, or others that do business or are trying to do business with the Company. Disclosure is not required for favors, benefits or discounts extended to all Company directors, officers and employees.

WHISTLEBLOWING

There are no easy answers to many ethical issues we face in our daily business activities. When an employee is faced with a tough ethical decision or whenever they have any doubts as to the right thing to do, they should talk to their supervisor, another manager or the Company's Governance Counsel.

The Company has also established a system for reporting violations of any of the Company policies, as well as any suspected misconduct by an employee, partner, associate or representative of the Company. This may be done anonymously by messaging the email address posted at the bottom of this Code of Conduct. If you wish to register any complaints directly to the Audit Committee of the Board of Directors regarding accounting, internal accounting controls or auditing matters, or if you wish to deliver an anonymous submission of concerns regarding questionable accounting or auditing matters, you may write the Chairman of the Audit Committee at the address published on the Company's website. The Company will not permit any form of retribution against any person who, in good faith, reports violations or suspected violations of any law or Company policy. The Company shall take such disciplinary, corrective or preventative action as it deems appropriate to address any existing or potential violation of this Code brought to its attention.

***TO REPORT A POTENTIAL VIOLATION CONTACT
LEGAL@RENAISSANCEDATASOLUTIONS.COM***

