



eos sw/eden

Code of Conduct Policy

2018 Edition

Code of Conduct Overview: External

The EOS Constitution

EOS SW/EDEN and its team members will support and defend the guidelines and governance set forth by the EOS community's Constitution. By defending the EOS Constitution we are defending the rights of OES Community, the token holders and the viability of the network.

We are Committed to Engaging with the EOS Community

EOS SW/EDEN and its team members will continue to have healthy and ongoing dialogue with the Token Holders within the EOS Community in order to bring awareness and education. We are passionate about that dialogue going both ways - EOS SW/EDEN will listen and engage multiculturally, whenever, wherever and with whomever we can to the best of our abilities.

Building BLOCKS

EOS SW/EDEN and its team members first priority is in building blocks for the Blockchain. Maintaining and upgrading infrastructure and security will always be the first priority because without safe block production there is no chain. Our system is designed to scale up and down quickly and securely. Block rewards will go first to the ongoing development and growth of that system.

Arbitration Decisions

EOS SW/EDEN and its team members will standby and defend all decisions made by the duly appointed or elected EOS Arbitrators. We will uphold the decisions that are made through Arbitration immediately. EOS SW/EDEN and its team members will also not engage in publishing our opinions on active arbitration cases.

Code of Conduct Overview: External cont.

Independence

EOS SW/EDEN is an independent Block Producer.

We are not owned, managed or directed by another organization or BP. We are not under the governance or administration of ANY outside company or financial source.

Vote Buying

EOS SW/EDEN and its team members will never pay for votes. Paying for votes is off the table. It does not fit with our values or the nature of the EOS blockchain. We believe it is crucial that we avoid any semblance of vote buying.

The BP Community

EOS SW/EDEN and its team members continue to develop strong relationships with the other BPs in the EOS Community. EOS SW/EDEN values opportunities for cooperation throughout the globe, as long as that cooperation and collaboration does not not compromise our independence in ANY way.

We are building the EOS ecosystem together and together we are stronger.

VALUES



Transparency

EOS SW/EDEN and its team members are committed to BOTH internal and external transparency in regard to our team, business structure and financials. The EOS SW/EDEN Team recognizes the fading public trust and as mankind give electronic devices a deeper dive into our daily lives, it is our passion that transparency as a core value is evident in our day to day operation. Transparency is big picture of truth.

Honesty

EOS SW/EDEN and its team members are committed to honesty in all verbal, written and external communication. As Transparency is the big Picture of Truth, Honesty is the how we verbalize that truth in the details. Clarity and truth allows everyone the opportunity to grow.

Generosity

EOS SW/EDEN and its team members are committed to giving back to the community and to those in need. It's not a Swedish thing or a Nordic thing, it's a human thing that everyone has the opportunity to be a part of. We don't live in a vacuum and there are so many tremendous ways to help others especially with Blockchain technology and being a Block producer opens many doors. EOS SW/EDEN and its team members are committed to setting aside after expenses a large share of our Block Rewards for charitable, community and non-profit work.

Education

This is important to us because we believe that educating the community - even our potential competition is good for the EOS ecosystem. The more people know, the stronger our community will become. We Want to Make People Smarter... Education is vital. The ecosystem of EOS will thrive in an environment where we all grow together.

Code of Conduct Overview: Internal

This Organization and Team Member Code of Conduct policy outlines our expectations regarding team members (contractor and Team Members') behavior towards their colleagues, supervisors and overall organization.

We promote freedom of expression and open communication. But we expect all team members to follow our code of conduct. They should avoid offending, participating in serious disputes and disrupting our **sw/eden** work environment. We also expect them to foster a well-organized, respectful and collaborative ecosystem within the organization.

Who is this for?

This policy applies to all our Team Members and contractors regardless of employment agreement or rank.

Elements

What are the components of an Team Member Code of Conduct Policy?

sw/eden Team Members are bound by their contract to follow our Team Member Code of Conduct while performing their duties. We outline the components of our Code of Conduct below:

Compliance with law

All Team Members must protect our company's legality. They should comply with all environmental, safety and fair dealing laws. We expect Team Members to be ethical and responsible when dealing with our company's finances, products, partnerships and public image.

Respect in the workplace

All Team Members should respect their colleagues. We won't allow any kind of discriminatory behavior, harassment or victimization. Team Members should conform with our equal opportunity policy in all aspects of their work, from recruitment and performance evaluation to interpersonal relations.

Protection of eos sw/eden Property

All Team Members should treat sw/eden's property, whether material or intangible, with respect and care.

Team Members:

- Shouldn't misuse **company equipment** or use it frivolously.
- Should respect all kinds of **incorporeal property**. This includes trademarks, copyright and other property (information, reports etc.) Team Members should use them only to complete their job duties.

Team Members should protect company facilities and other material property from damage and vandalism, whenever possible.

Professionalism

All Team Members must show integrity and professionalism in the workplace:

- **Corruption**

We discourage Team Members from accepting gifts from clients or partners. We prohibit briberies for the benefit of any external or internal party.

- **Job duties and authority**

All Team Members should fulfill their job duties with integrity and respect toward customers, stakeholders and the community. Supervisors and managers mustn't abuse their authority. We expect them to delegate duties to their team members taking into account their competences and workload. Likewise, we expect team members to follow team leaders' instructions and complete their duties with skill and in a timely manner.

We encourage mentoring throughout our company.

- **Absenteeism and tardiness**

Team Members should follow their schedules. We can make exceptions for occasions that prevent Team Members from following standard working hours or days. But, generally, we expect Team Members to be punctual when coming to and leaving from work.

- **Conflict of interest**

We expect Team Members to avoid any personal, financial or other interests that might hinder their capability or willingness to perform their job duties.

- **Collaboration**

Team Members should be friendly and collaborative. They should try not to disrupt the workplace or present obstacles to their colleagues' work.

- **Communication**

All Team Members must be open for communication with their colleagues, supervisors or team members.

- **Benefits**

We expect Team Members to not abuse their employment or contractual benefits. This can refer to time off, insurance, facilities, subscriptions or other benefits our company offers.

Disciplinary actions

Our company may have to take disciplinary action against Team Members who repeatedly or intentionally fail to follow our code of conduct. Disciplinary actions will vary depending on the violation.

Possible consequences include:

- Demotion.
- Reprimand.
- Suspension or termination for more serious offenses.
- Detraction of benefits for a definite or indefinite time.

We may take legal action in cases of corruption, theft, embezzlement or other unlawful behavior.