



Jamf Partner Code of Conduct

Jamf has cultivated a **culture of trust, integrity, and respect** among our employees, customers, and partners.

To maintain and enhance this culture, it is important for each of us to adhere to the highest moral, ethical, and legal standards as we continue to build an environment that promotes our values of selflessness and relentless self-improvement.

Our partners play an important role in our efforts to help organizations succeed with Apple. That's why we are committed to working with partners who share our values and understand the importance of conducting business ethically.

The Jamf Partner Code of Conduct ("Code") sets forth the principles and ethical standards we expect our business partners to comply with, throughout the course of our business relationship. "Business Partners" means Joint Venture Partners, Vendors, Service Delivery Providers, Trainers, Managed Service Providers, Distributors, Technology Partners, Resellers, Contractors, Consultants and Agents.





Ethical & Moral Responsibility

Anti-Corruption and Fraud

Jamf strictly prohibits paying bribes or making any other improper payments in the course of any of its business operations. Jamf business partners must not, directly or indirectly, make, offer or authorize the payment of any money, gift, bribe, kickback or anything of value to any customer, any government official or government employee, any Jamf employee or any other person to improperly influence any action or decision. Jamf business partners must comply with all applicable local, federal, and international laws regarding bribery and corruption, including the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act.

Antitrust Laws

Jamf business partners must comply with all applicable antitrust and competition laws and regulations. These laws generally prohibit agreements or actions that reduce competition without benefiting consumers, such as price fixing and other collaboration and collusion around pricing.

Trade Compliance

Jamf business partners must comply with all U.S. and international export and re-export laws and regulations, including complying with applicable UK, EU and UN economic sanctions and trade embargoes when acting in the context of any transaction related to Jamf.

Compliance measures applied by partners should include screening end users against restricted party lists to prevent transacting with sanctioned countries or entities. Jamf business partners must not participate in any economic boycott not sanctioned by the United States Government.

Conflicts of Interest

Jamf business partners must use their best judgment to avoid any activities or associations that conflict with (or appear to conflict with) what is in the interest of Jamf and our customers. These include personal relationships with Jamf employees, accepting improper gifts/hospitality, or holding a financial stake in a competitor. Any conflicts must be promptly reported to Jamf. See below for information on how to report conflicts or other violations of this Code.

Social Responsibility

Labor and Employment Practices

Jamf is committed to protecting and promoting human rights everywhere we do business and we expect our business partners to support internationally recognized human rights and treat their own employees with dignity and respect. Therefore:

- Treat employees fairly and in accordance with applicable laws and regulations.
- Comply with all applicable human rights laws prohibiting child, forced, indentured, or involuntary labor, and all other forms of modern slavery, including human trafficking.
- Comply with all applicable wage and hour, benefits, taxes, and government regulations.

Anti-Discrimination

Jamf business partners are expected to promote a positive, inclusive workplace in which people are treated with dignity, decency, respect, and free from discrimination or harassment. Business partners must cooperate with Jamf's commitment to the principles of equal employment and equal employment opportunities.

Environment

Jamf business partners must operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment, complying with all applicable regulations. Jamf business partners are encouraged to eliminate or limit the use of toxic materials and single-use plastics, avoid the use of conflict materials, reduce greenhouse gas emissions (GHG), and implement circular economy practices. and conserve natural resources.

Health and Safety

Jamf business partners must provide their employees and guests a safe and healthy working environment in order to avoid accidents and injuries. It is your responsibility to:

- Comply with all applicable health and workplace safety regulations and practices.
- Ensure and promote a respectful, non-violent work environment that is free of threats, intimidation and physical harm.
- Implement occupational health and safety management systems/controls that identify hazards and assess and mitigate environmental risks.



Data Protection and Privacy

Maintaining privacy and safeguarding personal information is a fundamental commitment to which we adhere at Jamf. Protecting our data is vital to achieving our mission. We expect our business partners to:

Comply with Jamf's [Privacy Policy](#) and use information obtained through our relationship for only the purpose defined to you.

Keep confidential information safe from loss, theft, or accidental disclosure.

- Confidential information may include, but is not limited to: source code, software and other inventions or developments (regardless of the stage of development) created or licensed by or for Jamf, marketing and sales plans, competitive analyses, product development plans, nonpublic pricing, potential contracts or acquisitions, business and financial plans or forecasts, internal business processes or practices, and prospect, customer and employee information.
- Materials that contain confidential information or that are protected standards should be stored securely and shared only internally with employees on a need-to-know basis.

Comply with all applicable data privacy laws and regulations regarding the protection of personal information or other sensitive or protected information.

Notify us immediately if you become aware of any disclosure or misuse of Jamf data.

Compliance and Monitoring

Jamf business partners should have in place a system of controls designed to manage compliance with the provisions of this Code and any other ethics and compliance risk area that may be identified over the course of the relationship with Jamf. Jamf business partners are expected to promptly respond to requests for information from Jamf regarding matters covered by this Code. Failure to comply with this Code may result in termination of a business partner's relationship with Jamf.



Reporting

If you see or suspect any conduct or business practices that you think could violate this Code, please contact Jamf directly. You may raise a concern or get help by:

 Contacting your
Jamf representative

 Emailing
Compliance@jamf.com

 Accessing our confidential third party
reporting hotline at
<https://report.syntrio.com/jamf> or 888-893-1975
(US/Canada) / 800 31 26 4001 (International)



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