

Business Partner Standards

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Introduction

These Business Partner Standards (“**Standards**”) explain Corelight’s expectations and provides guidance for meeting these shared standards across our global partner ecosystem. They are not intended to serve as replacement or substitute for any applicable laws or contracting documents. These Standards apply to all Corelight partners, including distributors, resellers, consultants, contractors, vendors, and agents (“**Partners**”).

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Raising Concerns & Questions

Corelight's Partners play an integral role in helping our business succeed and in upholding these Standards. Corelight encourages Partners to proactively reach out to Corelight if they are unsure or need guidance regarding a specific situation.

Partners are expected to:

- Promptly report known or suspected violations of these Standards, applicable law or other contractual violations to legal@corelight.com.
- Cooperate with any Corelight audits, reviews, requests for information or compliance certifications.
- Not retaliate against anyone who makes a report in good faith.

Ethical Business Conduct

No Side Letters

Side Letters are prohibited; Corelight will not honor or recognize any Side Letter and it expects Partners to promptly report any actual or attempted Side Letter, including those involving Corelight personnel. A “**Side Letter**” is any separate or informal agreement (verbal, written or digital) that is inconsistent with, or claims to modify or supplement, a signed Corelight contract or final deal document (e.g., a final approved Corelight quote or signed SOW).

Conflicts of Interest

Partners are expected to:

- Avoid actual or perceived conflicts of interest.
- Disclose any (potential) conflict related to Corelight business as soon as possible.

Legitimate Orders

Partners are expected to:

- Place orders on behalf of end customers that correspond by a valid, final end customer order at the time of purchase
- Sell through or deliver Corelight offerings immediately; inventory stocking is not permitted (unless the Partner is expressly authorized by Corelight in a signed contract).

Third-Party Oversight

Partners are responsible for conducting reasonable due diligence on all third parties they engage.

Transparency & Compliance

Anti-Bribery & Corruption

All Partners must follow anti-corruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and the Singapore Prevention of Corruption Act. Partners must not improperly offer, promise, authorize or accept anything of value to gain a business advantage with respect to both public *and* private sector transactions.

Trade Compliance

Corelight complies with all international trade laws and regulations that apply to our business and expects our Partners to do the same. Partners are required to comply with all applicable global trade laws, which include import and export control regulations, as well as sanctions. As a Partner, you are responsible for understanding how global trade laws apply, and ensuring no imports or exports, provision of services, or transactions conducted in connection with Corelight occur in violation of global trade laws.

Fair Dealing

Partners are expected to:

- Compete fairly and follow competition laws (also referred to as antitrust laws in the U.S.).
- Avoid engaging in price fixing, bid rigging or collusion.
- Follow all applicable procurement and contract rules when selling to public sector entities.

Other Expectations

Safeguarding Information & Assets

Partners are expected to:

- Protect both Corelight's technology and confidential information as well as our customers' assets.
- Use all assets—including funds, data, systems, equipment, materials or premises—for their authorized and intended purpose.

Human Rights & Labor Practices

Partners are expected to:

- Prohibit human rights offenses, including human trafficking, forced, child, or involuntary labor, including prison labor.
- Verify employee eligibility and ensure all labor is voluntary and lawful.

- Ensure proper hiring, firing and evaluation practices that do not violate applicable discrimination laws.
- Comply with applicable labor laws regarding compensation, working hours and employee rights (i.e., right to freely associate and bargain collectively).

Sustainability

Partners are expected to:

- Follow all applicable environmental laws, regulations, and standards.
- Reasonably minimize environmental impact where possible.
- Demonstrate collaboration and transparency with regards to sustainability.

Monitoring & Auditing

Corelight expects our Partners to produce and maintain accurate accounting and business records. That includes reasonable documentation to demonstrate compliance with these Standards. Partners should monitor their own operations—including any subcontractors or vendors—through appropriate due diligence, audits, and similar activities. Corelight reserves the right to audit Partners' records as permitted by contract and applicable law.