



Integrity, everywhere, everyone, everyday

IasoI Inc.

Compliance & Integrity Policies & Manual



IASOI Inc. Compliance & Integrity Manual

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Statement of Integrity:

Since our initial start up as there a trading company and problem solver IASOI Inc. has been operating worldwide. WE have worked hard to build and maintain our reputation as an open, honest, ethical company.

This reputation is the backbone of our business. As we operate globally companies and people we deal with know IASOI Inc. to always operate ethically, fairly, and always transparently in all that we do. We treat the safety and integrity of our employees and trading partners as critical to our continued success and growth.

This manual is here to help our employees, our customers, and our suppliers understand our commitment to follow an ethical code of conduct.

There is never a conflict between excellent financial performance and our high standards of safety, governance and compliance. If there is any question or concern about what is proper conduct for you or anyone else, promptly raise the issue with your manager, our director of operations, or myself. When it comes to compliance do not allow anything, or anyone, any desire to “make the numbers” or even a direct order form a superior to compromise your, and our, commitment to integrity.

As leaders we are responsible for our and your actions. We strive to ensure there is a clear demonstration of our ethics and compliance behaviour. We wish to ensure this is seen throughout the organization. Our reputation is an integral part of why customers and suppliers choose to deal with IASOI Inc. This reputation and our continued performance will ensure the growth of our products and services in the global market.

Mike Murray
Chairman of the Board & President
September 2011

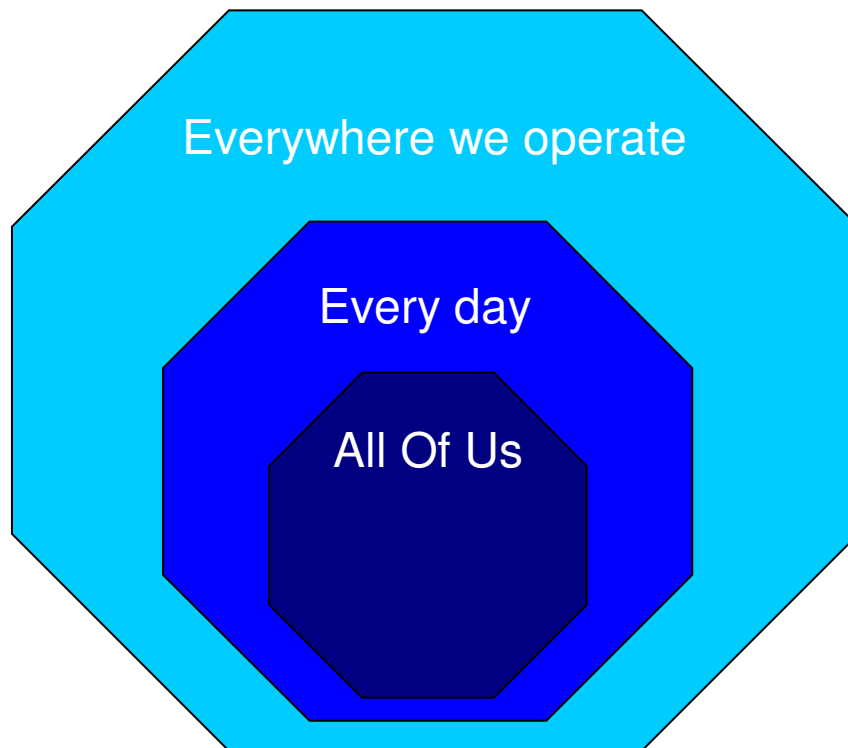


Guidance:

Everyday all of us have the power to influence our company's reputation. This is true across all countries we deal in. This integrity manual helps us ensure that as we grow we will continue to conduct ourselves, and our business affairs with unyielding integrity.

Since our start in 2008, IASOI Inc. employees have worked hard to uphold the highest standards of ethical business conduct. We try to go beyond just simply meeting local laws, we embrace the total idea of and practice of operating at the highest standards of integrity and compliance.

IASOI Inc.'s code of conduct sets out general principles of conduct that employees will use everywhere, everyday without compromise.





Code of Conduct

Obey all the applicable laws and regulations governing our business conduct worldwide.

Be fair, honest and trustworthy in all IASOI Inc. activities and relationships.

Avoid all conflicts of interest between work and personal affairs.

Work hard to develop an atmosphere in which fair employment practises extend to every member of our diverse employee team.

Strive to create a safe workplace and to protect the environment. Never ever let safety be compromised.

Through leadership at all levels maintain the highest ethical standards, maintain this as a culture and part of everything you do. All employees should see and follow this.



Who must follow our IASOI Inc. compliance policies

Simply put, everyone!

IASOI Inc. directors, officers, and employees.

Subsidiaries and controlled affiliates.

Entities in which IASOI Inc. owns more than 50 percent of the voting rights, or has the right to control the entity, are required to adopt and follow IASOI Inc. compliance policies.

Non Controlled Affiliates

Non – controlled affiliates should be encouraged to adopt and follow IASOI Inc. compliance policies.

Third Parties Representing IASOI Inc.

IASOI Inc. employees working with third parties such as consultants, agents, NGO's, sales representatives, distributors and independent contractors must:

- Require these parties to agree to comply with relevant aspects of IASOI Inc.'s compliance policies.
- Provide these parties with education and information about policy requirements.
- Take action, up to and including terminating a purchase sales agreement, contract, or other commitment, after learning that a third party failed to abide by IASOI Inc.'s compliance policies.



What employees must do

All employees can contribute to IASOI Inc.'s culture of compliance by understanding our policies, embracing our commitment to these policies, and acting to enforce compliance and avoid violations.

Employees responsibilities are as follows;

Understand IASOI Inc. Policies.

- Gain a basic understanding of the policy requirements summarized in this manual.
- Learn the details of policies relevant to your job.
- Check the integrity manual on line at www.iasoi.com for the complete policy manual and any updates to the policy.
- Go to you manager, company legal counsel, or other IASOI Inc. resources with any questions about the policies.

Raise your concerns

- Promptly raise any concerns about potential violations of any IASOI Inc. policy.
- Understand the different channels for raising integrity concerns; Operations director, President, Compliance Manager, or other compliance resource.
- If a concern you raise is not resolved, pursue the issue directly with the president.
- Cooperate in IASOI Inc. investigations related to integrity violations.



What Leaders Must Do

A leader at IASOI Inc. must; Create a culture of compliance in which employees understand their responsibilities and feel comfortable raising concerns without fear of retaliation; encourage ethical conduct and compliance with the law by personally leading compliance efforts; consider compliance efforts when evaluating and rewarding employees; and ensure that employees understand that business results are never more important than ethical conduct and compliance with IASOI Inc. policies.

Leaders must also take the following steps to build and maintain an infrastructure to prevent, detect, and respond to compliance issues;

Prevent compliance issues

- Identify business compliance risks
- Ensure that processes, tailored to address your particular risk areas, are communicated and implemented.
- Provide education on IASOI Inc. policies and applicable law to employees and (where appropriate) board members and third parties.
- Commit adequate resources to your business's compliance program.

Detect Compliance Issues

- Implement control measures to detect heightened compliance risk and/or violations.
- Promote an effective ombudsperson system
- Ensure that periodic compliance reviews are conducted, with the assistance of the business compliance leaders and/or the corporate legal council.

Respond to Compliance Issues

- Take prompt corrective action to fix identified compliance weaknesses.
- Take appropriate disciplinary action.
- Consult with IASOI Inc. legal council and make appropriate disclosures to regulators and law enforcement authorities.



Raise your concerns

It is your obligation as an employee, agent, or trading partner with IASOI Inc. to raise integrity concerns.

Raising and integrity concern protects the IASOI Inc. community, our company, our colleagues and our stakeholders.

If you have a concern about compliance with IASOI Inc. policy then you have a responsibility to raise that concern.

Raise Concerns Early

- The longer we wait to address an issue the worse it may become

Confidentiality is Respected

- Your identity and the information you provide will be shared only on a “need to know” basis with those responsible for resolving the concern

Retaliation Violates IASOI Inc. Policy

- IASOI Inc. absolutely prohibits retaliation against anyone for raising or helping to address an integrity concern. Retaliation us grounds for discipline up to and including dismissal.



How to raise a concern

IASOI Inc. offers several channels for raising concerns. Use the channel that is most comfortable for you.

Within Your Business.

Generally speaking your first option is to raise a concern with your immediate supervisor or manager to resolve an integrity concern quickly. However your direct supervisor is not your only option. Other resources include;

- Our company compliance manager
- Company legal counsel
- Next level of management
- Directly with the president

IASOI Inc. Corporate Compliance Manager

The corporate compliance manager allows you to raise your integrity question and concern, anonymously if you choose, and you will receive a response.

P.O. Box 25077

Stone Road RPO

Unit # 17,

Guelph, Ontario, Canada

N1G 4T4

Compliance@iasoi.com

IASOI Inc. President

You may report concerns about IASOI Inc.'s accounting, internal accounting controls or auditing matters, as well as other concerns, directly to the president.

President

IASOI Inc.

370 Stone Road West, Unit # 17

Guelph, Ontario, Canada

N1G 4T4

Phone: 011-905-703-5869

President@iasoi.com



What Happens When an Integrity Concern is Raised

Concerns about compliance with IASOI Inc. policy will be investigated. Our IASOI Inc. investigation process includes:

- 1) Assigning an Individual or team to investigate
Experts with the right knowledge and objectivity are assigned to investigate

- 2) An Investigation is conducted
The individual or team will determine the facts through interviews, data mining documents, review of emails, and review of any and all available documents.

- 3) Corrective Action
If necessary, the team recommends corrective actions to the appropriate managers for implementation.

- 4) Feedback
The person raising the concern receives feedback on the outcome.



Results for Violations

Employees and leaders, and any of our trading partners, who violate IASOI Inc.'s policies are subject to disciplinary action up to and including termination of contracts, or employment. Misconduct that may result in discipline includes:

- Violating IASOI Inc. policy
- Requesting others to violate IASOI Inc. policy
- Failure to promptly raise a known or suspected violation of IASOI Inc. policy
- Failure to cooperate in IASOI Inc. investigations of possible policy violations
- Retaliation against another employee for reporting an integrity concern.
- Failure to demonstrate leadership and diligence with IASOI Inc. policies and the law.

IASOI Inc. absolutely prohibits retaliation.



Working with Customers & Suppliers
NGO & Government Business
Competing Globally
The Iasoi Network
Protecting Our IASOI Inc. Assets

Iasoi Inc. Policies



Improper Payments

What you should know

An improper payment to gain advantage in any situation is never acceptable and exposes both you and IASOI Inc. to possible criminal prosecution. IASOI Inc. expressly prohibits improper payments in all business dealings, in every country around the world, with government, NGO, and the private sector.

Improper payments should not be confused with reasonable and limited expenditures for gifts, business entertainment and customer travel and living expenses directly related to the promotion of products or services or the execution of a contract. These payments are acceptable, subject to specific IASOI Inc. corporate and business guidelines.



What you should do

Before giving a gift, engaging in customer entertainment or reimbursement or reimbursing customer travel expenses, make sure you understand applicable legal requirements, the customer's own rules and IASOI Inc. corporate business guidelines.

Make sure records of such expenditures accurately reflect the true nature of the transaction.

Never offer a business courtesy such as a gift, or entertainment, under circumstances that might create the appearance of an impropriety.

Never offer, promise, pay or authorize anything of value (such as money, goods or services) to a government or NGO Official, or employee of a customer to obtain or retain an improper advantage.

Never give a gratuity or other payment to government or NGO officials or employees to expedite a routine administrative action without fully disclosing it to your IASOI Inc. supervisor and/or legal council. There are a multitude national and international laws that govern such payments and your supervisor in consult with our legal council will address any potential concerns.

Never contribute company funds or other company assets for political purposes in any country at any time.

Require any person or firm who represent IASOI Inc. (such as a consultant, agent, sales representative, distributor or contractor) to comply with this policy and related laws.

Follow and conduct yourself with due diligence when selecting persons or firms to represent IASOI Inc.



What you should Watch For

Background Information about existing or potential third party representatives that indicates:

- allegations of improper business practices
- reputations for bribes
- family or other relationship that could improperly influence the decision of a customer, NGO, or government official.

Any Demand to receive a commission payment before the announcement of an award decision

Any Suggestion to Direct IASOI Inc. Business through a specific representative or partner due to a “special relationship”

Any Request to make payment in a country or to a name not related to the transaction.

A commission that is disproportionate to the services provided.



Supplier Relationships

What you should know

IASOI Inc.'s relationships with suppliers are based on lawful, efficient and fair practices. We expect our suppliers to obey both local and international laws, treat workers fairly, and provide a safe and healthy work environment. In addition we require that suppliers protect environmental quality. Following IASOI Inc. guidelines ensures that our supplier relationships will not damage IASOI Inc.'s reputation.

What you should do

Comply With Applicable Laws and government regulations covering supplier relationships.

Do Business only with suppliers that comply with local and other applicable legal requirements and IASOI Inc. guidelines relating to labour, the environment, health and safety.

Follow Government Acquisition Regulations when purchasing materials and services for fulfilling government contracts.

Provide Competitive Opportunity for suppliers to earn a share of IASOI Inc.'s purchasing volume.

Safeguard IASOI Inc.'s Confidential and Proprietary Information with a confidentiality agreement, and safeguard any supplier provided information protected by any confidentiality agreement.

Safeguard "Personal Data" obtained from suppliers.
Reference Privacy on page #



What You Should Watch For

Choosing Suppliers on any basis other than open and competitive bidding

Potential Conflicts of Interest in supplier selection, such as accepting improper gifts or other items of value.

Directing Business to a Supplier owned or managed by a relative or close friend.

Unsafe Conditions In supplier facilities.

Supplier employees who appear to be underage or subject to coercion

Apparent Disregard of environmental standards in supplier facilities.

Entrusting "personal Data" or confidential information to suppliers without ensuring that they have appropriate technical, physical, and organizational measures to prevent unauthorized access or use.



International Trade Controls

What you should know

International trade control (ITC) laws affect the transmission of goods, services and technology across national borders. These laws apply to many aspects of IASOI Inc.'s operations – not just shipping products. Exchanges of information across national boundaries including e-mail and web access, are subject to trade controls. It is important that we carefully observe ITC laws in connection with these activities.

What you should do

Follow Relevant ITC Regulations of all countries in which we operate and our own ITC procedures as they relate to importing and exporting goods, technology, services and financial transactions.

Report all Relevant Information to your manager to ensure accurate and complete import declarations. Ensure IASOI Inc. or its agent provides accurate and complete information to government authorities.

Check the Export Classification of the product or technology prior to export to determine whether special authorization is required.

Screen Your Transactions against all rules that restrict transactions with certain sanctioned countries, persons and prohibited end uses.

Screen All Our Business Partners, suppliers and parties involved in our international transactions against government provided watch lists. Follow our know your customer / know your supplier procedures.

Do Not Cooperate With Any Restrictive Trade Practice or boycott that is prohibited or penalized under Canadian or applicable local laws.

Consult With Your Manager if a transaction involves a conflict between Canadian and local laws.



What you should watch For

Any Facts, or “Red Flags” that suggest your customer may be attempting to evade ITC laws.

Evasive, Ambiguous, or Otherwise Unsatisfactory Answers by a customer to questions about end use, end user, delivery dates or delivery locations.

Involvement of Parties or Activities suspected of any connection with the development of medical, biological, chemical, or nuclear weapons or ballistic missiles.

Transactions Involving an Embargoed Country, a citizen or representative of an embargoed country or an individual or entity subject to government sanction.

Invoices on Imported Goods where the price shown does not reflect the full value, the description of goods is not complete, or the country of origin is not correctly identified.

Any Payment to the Exporter or benefiting the exporter that is not included in the invoice price or otherwise reported.

Use of an Import Tariff Classification that does not correctly describe the imported goods.

Designation of IASOI Inc. as the Importer of Record without maintaining necessary processes to comply with import laws.

Entry of Goods Under a Preferential Duty Program, NAFTA etc., without supportive procedures assuring compliance with the programs requirements.



Money Laundering Prevention

What you should Know

People involved in criminal activity may try to “launder” money, that is the proceeds of their crimes, to hide them or make them appear legitimate. Many countries have laws against money laundering, which prohibit conducting transactions that involve proceeds of criminal activities. A related concern is that legitimate funds may be used to finance illegal or other criminal activities.

IASOI Inc. is committed to complying fully with all anti money laundering and anti terrorism laws throughout the world. IASOI Inc. will conduct business only with reputable customers and suppliers involved in legitimate business activities, with funds from legitimate sources. All employees should endeavour to “know the customer or supplier”, are required to perform due diligence procedures, and to take reasonable steps to prevent and detect unacceptable and suspicious forms of payment. Failing to detect customer or supplier relationships and transactions that place IASOI Inc. at risk can severely damage IASOI Inc.’s integrity and reputation.

What you should do

Comply With all Applicable Laws and regulations that prohibit money laundering. Understand how these laws apply to your business.

Follow Our Business Procedures. Collect and understand documentation about prospective customers, suppliers, agents and business partners to ensure they are involved in legitimate business activities. “Know your Customer or Supplier”

If You Encounter a Warning Sign of suspicious activity, raise your concern with your manager, our compliance team, corporate legal council, or the president directly and promptly before proceeding with the transaction. Ensure the resolution is well documented.



What you should watch for

A Customer, Agent or Proposed Business Associate who is reluctant to give complete information, provides insufficient, false or suspicious information, or is anxious to avoid reporting or record keeping requirements.

Payments using monetary instruments that appear to have no identifiable link to the customer or supplier.

Attempts by the Customer or prospective associate to pay in cash.

Early Repayment of a loan in cash or cash equivalent.

Orders, Purchases, or Payments that are inconsistent with the customers business.

Unusually Complex Business Deal Structures, payment patterns that reflect no real business purpose, or unusually favourable payment terms.

Unusual Fund Transfers to or from countries unrelated to the deal at hand.

Requests to Transfer Money or return deposits to a third party or unknown or unrecognized account.

Transactions Involving Foreign Shell or Offshore Banks, currency exchangers, or non bank financial intermediaries.



Privacy

What you should know

Many countries are ever more stringently regulating the collection and use of consumers personal data (Names, home and office contact information and other data). In addition some countries regulate personal data of company representatives in business to business transactions. IASOI Inc. is committed to handling personal data responsibly and in compliance with applicable laws.

What you should do

Learn and Comply with the following as they apply to personal data including;

- applicable laws and regulations of jurisdictions from which the personal data is collected and which it is processed or used.
- The privacy policies of IASOI Inc. and your business
- Any contractual obligations that apply

Collect, Process and Use Personal Data for legitimate business purposes only.

Limit Access to personal data to individuals who need it for a legitimate business purpose.

Use Care to prevent unauthorized access in processing of personal data or accidental loss or destruction of personal data.

If You Learn Personal Data Has Been Used in violation of your policies immediately notify your manager, our compliance team, legal council or the president.



What you should watch for

Inadequate Access or Security Controls for personal data, such as emailing or otherwise distributing personal data to a larger group than legitimately needed, or leaving printouts with personal data at a printer, copy machine or elsewhere for others to see.

Sharing of Personal Data with unaffiliated third parties, such as vendors who lack appropriate safeguards or restrictions on information.

Transfer of Personal Data between countries without considering applicable legal requirements.



Working with NGO's and Governments

IasoI Inc.

NGO & Government business



Working with NGO's & Governments

What you should know

IASOI Inc. conducts business with NGO's (Non Government Organizations), national governments and government owned enterprises. In the course of our work we frequently interact with government agencies, officials and public international companies. In every instance IASOI Inc. employees must apply the highest ethical standards and comply with applicable laws and regulations, including certain special requirements associated with NGO and Government transactions.

What you should do

Abide by Applicable Laws and regulations relating to working with NGO and governments, particularly special requirements associated with NGO and government contracts and regulations.

Require anyone providing goods or services for IASOI Inc. on a NGO or government project or contract – such as consultants, sales representatives, distributors – to agree to comply with the intent of IASOI Inc.'s working with NGO & Government policy.

Be Truthful and Accurate when dealing with government and NGO agencies and officials.

Adopt Processes That Ensure reports, certifications, statements and proposals are current, accurate and complete and that contract requirements are adequately identified and communicated to the responsible parties

Do Not Make Any Unauthorized Substitutions for contracted goods and services or deviate from contract requirements without the written approval of the authorized NGO or government official.



What you should watch for

Special Requirements that apply to transaction with NGO or governments including commercial transactions between private parties financed by the NGO or government agencies.

Incorrect or Unauthorized Cost Charging on NGO or government contracts

Deviations From Contract Requirements or unauthorized contract substitutions, such as failure to perform required test and inspections.

Submission of Inaccurate or Incomplete cost or pricing data when this data is required by the NGO or government.

Violating Government Regulations that establish gratuity restrictions, recruiting and hiring restrictions, or certification procedures.

Accepting Information about a government or NGO's competitive selections of a supplier, or a competitors bid or proposal (unless the contracting officer has specifically and lawfully authorized the information's release)

Negotiating For Employment with an NGO or government official or the same officials family members while the official has the ability to influence decision making about contracts with that NGO or government.



Complying with Competition Laws

IasoI Inc.
Competing Globally



Complying With Competition Laws

What you should know

Competition and antitrust laws;

- Prohibit agreements or understandings between competitors that undermine competition
- Regulate the behaviour of dominant companies; and
- Require prior review and in some cases clearance for mergers, acquisitions and certain transactions, in order to prevent transactions that would substantially reduce competition.

These laws are complex, and global in reach, and operate differently in different countries. IASOI Inc. provides guidelines here addressing contacts with competitors, obtaining and handling data about competitors, and in particular in trade and professional associations and standards setting on product certification organizations. Additionally it is often essential that you involve legal council early in the process of developing new commercial initiatives.

What you should do

Comply with all applicable laws and regulations as well as agreements and orders with any competition regulator about how business will be conducted.

Review and Understand IASOI Inc. policies and if you have questions or issues bring these up with your manager, legal council, our compliance team, or the president.

Do Not propose or enter into agreements or understandings, express or implied, written or oral, with any competitor regarding any aspect of the competition between IASOI Inc. and the competitor.

Do Not propose or enter into agreements with anyone regarding whether to submit a bid or the terms of the bid where there is an understanding that the bid is submitted for any purpose other than winning the business.



Avoid Contacts of any kind with competitors that could create the appearance of improper agreements or understandings.

Do Not propose or enter into agreements or understandings with customers that restrict the price or other terms at which the customer may resell or lease a product or service to a third party.

Do Not propose or enter into agreements or understandings with suppliers that restrict the price or other terms at which IASOI Inc. may resell or lease any product or service.

Consult with company legal council, our compliance team, or the president to help reduce the risks of non compliance.

What you should watch for

Exclusive Arrangements for the purchase or sale of products or services

Agreements That Restrict a Customers Choices in using or reselling an IASOI Inc. product or service.

Selective Price Discounting to only certain customers

Distribution Arrangements with competitors

Agreements to Add an IASOI Inc. Employee to another entities board of directors.



Fair Employment
Environment, Health & Safety

Iasoi Inc.

In the Iasoi Network



Fair Employment Practices

What you should know

Fair employment practices contribute of a culture of respect. IASOI Inc. operates globally and sees a diverse workplace as an integral part of our business. We are committed to complying with all laws pertaining to freedom of association, privacy, sexual orientation, immigration, wages, as well as laws regarding prohibiting forced labour and child labour. We strive to create an environment considerate of all employees wherever IASOI Inc. conducts business.

What you should do.

Base Employment Decisions on job qualifications, education, prior experience, skills, performance leadership values and other job related criteria.

Make All Employment Related Decisions and actions without regard to a persons race, creed, colour or sexual orientation or other characteristic protected by law.

Provide a Work Environment free of improper harassment and bullying.

Respect the Privacy Rights of employees by using, maintaining and transferring personal data in accordance with our privacy standards. IASOI Inc. reserves the right to monitor use of company property, including email, phones, proprietary etc. in accordance with applicable laws.

If A Conflict Arises between the requirements of this policy and the laws, customs, or practices of a particular area, consult with management and company legal council, our compliance team, or the president to determine the most appropriate course of action.



What you should watch for

A Hostile Work Environment (for example telling jokes, displaying materials that ridicule or offend a member of a particular race or ethnic group)

Making Unwelcome Sexual Advances to another employee or person with whom you work.

Violating a Labour Law in your community (for example hiring a child under the legal minimum age)

Refusing to Work, or otherwise cooperate with certain individuals because of race, religion, sex, or other characteristic protected by law.

Disclosing Employment Data to a person who does not have the business need, authority or the subjects consent.

Taking an Adverse Action against an employee (for example firing because the employee has raised a concern about a violation of policy or law)



Environment Health & Safety

What you should know

The health & safety of IASOI Inc. employees is a top priority. Environmental health is also important to IASOI Inc. Through our commitment at all levels we work hard to conduct our operations in a safe manner that minimizes environmental impact. This policy affects all company activities, not just managing our waste, but in everything we do from driving our car, selling our products, sourcing our goods.

What you should do

Comply with all applicable environmental health and safety laws and regulations, and IASOI Inc. policies.

Create and Maintain a safe working environment and prevent workplace injuries.

Asses EHS Legal and Reputational Risks before starting a new activity, venture or project, selling a new product, acquiring a new business or participating in a hazardous business.

Consider EHS Impact in the design and production of IASOI Inc.'s products or services as part of evaluating the "life cycle" of our products and services.

Present Ideas that support the goals of this policy to your manager or our compliance team.

Continue to Improve Our EHS Systems and performance as an integral part of IASOI Inc.'s operational strategy.

Promptly Alert Your Manager of EHS contact of unlawful or unsafe conditions.



What you should watch for

Unsafe Activities and Conditions such as;

- Failure to use personal protective equipment like safety glasses, shoes etc.
- Unlabeled or unapproved chemicals or resins
- Exposed or unsafe wiring
- Blocked fire emergency exits
- Working unsafely at a customer site
- Potential exposure to serious infectious diseases
- Disabling safety controls or guarding on equipment and machinery

Failure to Comply with health, safety or environmental regulations or procedures

EHS Complaints from employees, customers, suppliers or neighbours

Unreported environmental health or safety hazards or accidents

Failing to Respond Promptly to concerns about possible product safety issues.

Missed Opportunities for reducing waste and toxic materials.

Failing to Follow IASOI Inc. Policies for the management, shipping, transportation, import/export and disposal of materials and chemicals

Risks and Liability associated with new acquisitions as well as both new and existing products, processes, services, and ventures that present increased legal liability and reputational risk.

Inadequate Security procedures or practices that may present safety threats to a facility and / or facility.

New Products, processes, ventures or acquisitions that present increased legal liability and reputational risk.



Intellectual Property

IasoI Inc.

Protecting IasoI Inc. Assets



Intellectual Property

What you should know

IASOI Inc.'s intellectual property is one of our most valuable assets. All employees must work to protect all of our proprietary information. At the same time it is critical the valid intellectual property rights of others. Unauthorized use of others' intellectual property can expose IASOI Inc. and even individual employees to civil law suits and damages, including significant fines and criminal penalties.

What you should do

Identify and Protect IASOI Inc. intellectual property.

Respect Valid Patents, copy righted materials and other protected intellectual property of others.

Do Not disclose company proprietary information to outsiders.

Consult with our compliance team concerning use of any outside product, service, or information that is not publicly known or generally available.

When in doubt seek direction from our compliance team, legal council or the president.



What you should watch for

Discussing our company proprietary information with outsiders

Using Another Company or individual to develop products or services where a written agreement is in place regarding ownership and other rights of the product or service being developed.

Introducing a new product or service before checking for potential patent or trademark infringement.

Employing a person who has worked for a competitor and who may bring proprietary information with them, without ensuring adequate safeguards are in place regarding using or potentially disclosing that same information.



Iaso Inc. Note on Laws

Iaso Inc. is a company that operates in many countries around the world. Our employees come from many differing cultural backgrounds. Our business is subject to laws of many countries, provinces, regions etc.

The references in this policy are based on primarily the laws of Canada, the base country in which Iaso Inc. is incorporated. Our policies extend to our employees and operations wherever we operate, except where these policies are in conflict with local laws. Whenever you encounter a conflict between our policies and the local laws contact our compliance team, legal council, or the president directly to gain an understanding of how to resolve that conflict appropriately.