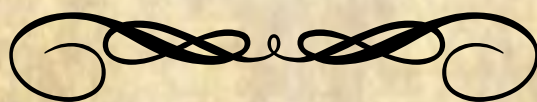




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# FOSS MANIFESTO

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## Preamble

- RESOLVED to incorporate Free and Open Source Software (FOSS) in our daily software development to improve the quality of our software as well as the speed of delivery,
- DESIRING to be an active member in Open Source communities to benefit company, employee, and customer,
- CONFIRMING the will to pave the road for their realization,
- HAVE DECIDED to establish these FOSS guiding principles:





## Company Principles

- I Our company shall support and encourage its employees to use, contribute to, and create FOSS projects both in Open and Inner Source endeavors.  
[Encourage FOSS]
- II Our company shall allow the appropriate time for its employees to participate in FOSS activities.  
[Facilitate FOSS Participation]
- III Our company shall encourage and facilitate learning and advancement of its employees through FOSS activities. [Advancement through FOSS]
- IV Our company shall promote visibility in Open Source communities. [FOSS Visibility]





## Employee Principles

- I An engineer shall look for Open and Inner Source alternatives before writing custom code or using proprietary alternatives. [Prefer FOSS]
- II An engineer shall strive to be active in the Inner Source communities. [Active FOSS Citizen]
- III An engineer shall contribute to Open Source projects within the scope of his or her day-to-day work. [Contribute FOSS]
- IV Any employee shall always act responsibly in Open and Inner Source communities, with care and respect in both content and communication, in order to uphold a positive image for both himself / herself and the company. [Responsible FOSS Citizen]