

Acceptable Computer Use Policy

Last Update Status: Updated May 2018

1. Overview

I.T's intentions for publishing an Acceptable Use Policy are not to impose restrictions that are contrary to Holiday Market's established culture of openness, trust and integrity. I.T is committed to protecting Holiday Market's employees, partners and the company from illegal or damaging actions by individuals, either knowingly or unknowingly.

Internet/Intranet/Extranet-related systems, including but not limited to computer equipment, software, operating systems, storage media, network accounts providing electronic mail, WWW browsing, and FTP, are the property of Holiday Market. These systems are to be used for business purposes in serving the interests of the company, and of our clients and customers in the course of normal operations. Please review Human Resources policies for further details.

Effective security is a team effort involving the participation and support of every Holiday Market employee and affiliate who deals with information and/or information systems. It is the responsibility of every computer user to know these guidelines, and to conduct their activities accordingly.

2. Purpose

The purpose of this policy is to outline the acceptable use of computer equipment at Holiday Market. These rules are in place to protect the employee and Holiday Market. Inappropriate use exposes Holiday Market to risks including virus attacks, compromise of network systems and services, and legal issues.

3. Scope

This policy applies to the use of information, electronic and computing devices, and network resources to conduct Holiday Market business or interact with internal networks and business systems, whether owned or leased by Holiday Market, the employee, or a third party. All

employees, contractors, consultants, temporary, and other workers at Holiday Market and its subsidiaries are responsible for exercising good judgment regarding appropriate use of information, electronic devices, and network resources in accordance with Holiday Market policies and standards, and local laws and regulation. Exceptions to this policy are documented in section 5.2

This policy applies to employees, contractors, consultants, temporaries, and other workers at Holiday Market, including all personnel affiliated with third parties. This policy applies to all equipment that is owned or leased by Holiday Market.

4. Policy

4.1 General Use and Ownership

- 4.1.1 Holiday Market proprietary information stored on electronic and computing devices whether owned or leased by Holiday Market, the employee or a third party, remains the sole property of Holiday Market. You must ensure through legal or technical means that proprietary information is protected in accordance with the *Data Protection Standard*.
- 4.1.2 You have a responsibility to promptly report the theft, loss or unauthorized disclosure of Holiday Market proprietary information.
- 4.1.3 You may access, use or share Holiday Market proprietary information only to the extent it is authorized and necessary to fulfill your assigned job duties.
- 4.1.4 Employees are responsible for exercising good judgment regarding the reasonableness of personal use. Individual departments are responsible for creating guidelines concerning personal use of Internet/Intranet/Extranet systems. In the absence of such policies, employees should be guided by departmental policies on personal use, and if there is any uncertainty, employees should consult their supervisor or manager or IT.
- 4.1.5 For security and network maintenance purposes, authorized individuals within Holiday Market may monitor equipment, systems and network traffic at any time, per I.T's *Audit Policy*.
- 4.1.6 Holiday Market reserves the right to audit networks and systems on a periodic basis to ensure compliance with this policy.
- 4.1.7 Intellectual Property Ownership: The Employee hereby assigns to the Company all rights, including, without limitation, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, Confidential Information or trade secrets (i) developed or created by the Employee, solely or jointly with others, during the course of performing work for or on behalf of the Company or any affiliate of the Company, or the predecessors of any such entities, whether as an employee or independent contractor, (ii) that the Employee

conceives, develops, discovers or makes in whole or in part during the Employees employment by the Company that relate to the business of the Company or any affiliate of the Company or the actual or demonstrably anticipated research or development of the Company or any affiliate of the Company, (iii) that the Employee conceives, develops, discovers or makes in whole or in part during or after the Employees employment by the Company that are made through the use of any of the equipment, facilities, supplies, trade secrets or time of the Company or any affiliate of the Company, or that result from any work the Employee performs for the Company or any affiliate of the Company without limiting the foregoing, to the extent possible, all software, compilations and other original works of authorship included in the Work Product will be considered a work made for hire as that term is defined in Title 17 of the United States Code. If, notwithstanding the foregoing, the Employee for any reason retains any right, title or interest in or relating to any Work Product, the Employee agrees promptly to assign, in writing and without any requirement of further consideration, all such right, title, and interest to the Company. Upon request of the Company at any time during or after the Employment Period, the Employee will take such further actions, including execution and delivery of instruments of conveyance, as may be appropriate to evidence, perfect, record or otherwise give full and proper effect to any assignments of rights under or pursuant to this Agreement.

4.2 Security and Proprietary Information

- 4.2.1 All computing devices must be secured with a password-protected screensaver with the automatic activation feature set to 10 minutes or less. You must lock the screen or log off when the device is unattended.
- 4.2.2 Postings by employees from a Holiday Market email address to newsgroups should contain a disclaimer stating that the opinions expressed are strictly their own and not necessarily those of Holiday Market, unless posting is in the course of business duties.
- 4.2.3 Employees must use extreme caution when opening e-mail attachments received from unknown senders, which may contain malware.

4.3 Unacceptable Use

The following activities are, in general, prohibited. Employees may be exempted from these restrictions during the course of their legitimate job responsibilities (e.g., systems administration staff may have a need to disable the network access of a host if that host is disrupting production services).

Under no circumstances is an employee of Holiday Market authorized to engage in any activity that is illegal under local, state, federal or international law while utilizing Holiday Market-owned resources.

The lists below are by no means exhaustive, but attempt to provide a framework for activities which fall into the category of unacceptable use.

4.3.1 System and Network Activities

The following activities are strictly prohibited, with no exceptions:

1. Violations of the rights of any person or company protected by copyright, trade secret, patent or other intellectual property, or similar laws or regulations, including, but not limited to, the installation or distribution of "pirated" or other software products that are not appropriately licensed for use by Holiday Market.
2. Unauthorized copying of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music, and the installation of any copyrighted software for which Holiday Market or the end user does not have an active license is strictly prohibited.
3. Accessing data, a server or an account for any purpose other than conducting Holiday Market business, even if you have authorized access, is prohibited.
4. Exporting software, technical information, encryption software or technology, in violation of international or regional export control laws, is illegal. The appropriate management should be consulted prior to export of any material that is in question.
5. Introduction of malicious programs into the network or server (e.g., viruses, worms, Trojan horses, e-mail bombs, etc.).
6. Revealing your account password to others or allowing use of your account by others.
 - This includes family and other household members when work is being done at home.
7. Using a Holiday Market computing asset to actively engage in procuring or transmitting material that is in violation of sexual harassment or hostile workplace laws in the user's local jurisdiction.
8. Using any connected device on Holiday Market's networks to view, solicit, or distribute mature content deemed as such by the human resources department.
9. Making fraudulent offers of products, items, or services originating from any Holiday Market account.
10. Effecting security breaches or disruptions of network communication. Security breaches include, but are not limited to, accessing data of which the employee is not an intended recipient or logging into a server or account that the employee is not expressly authorized to access, unless these duties are within the scope of regular duties. For purposes of this section, "disruption" includes, but is not limited to, network sniffing, pinged floods, packet spoofing, denial of service, and forged routing information for malicious purposes.
11. Port scanning or security scanning is expressly prohibited unless prior notification to I.T is made.

12. Executing any form of network monitoring which will intercept data not intended for the employee's host, unless this activity is a part of the employee's normal job/duty.
13. Circumventing user authentication or security of any host, network or account.
14. Introducing honeypots, honeynets, or similar technology on the Holiday Market network.
15. Interfering with or denying service to any user other than the employee's host (for example, denial of service attack).
16. Using any program/script/command, or sending messages of any kind, with the intent to interfere with, or disable, a user's terminal session, via any means, locally or via the Internet/Intranet/Extranet.

4.3.2 Email and Communication Activities

When using company resources to access and use the Internet, users must realize they represent the company. Questions may be addressed to the IT Department

1. Sending unsolicited email messages, including the sending of "junk mail" or other advertising material to individuals who did not specifically request such material (email spam).
2. Any form of harassment via email, telephone or paging, whether through language, frequency, or size of messages.
3. Unauthorized use, or forging, of email header information.
4. Solicitation of email for any other email address, other than that of the poster's account, with the intent to harass or to collect replies.
5. Creating or forwarding "chain letters", "Ponzi" or other "pyramid" schemes of any type.
6. Use of unsolicited email originating from within Holiday Market's networks of other Internet/Intranet/Extranet service providers on behalf of, or to advertise, any service hosted by Holiday Market or connected via Holiday Market's network.

4.3.3 Blogging and Social Media

1. Blogging by employees, whether using Holiday Market's property and systems or personal computer systems, is also subject to the terms and restrictions set forth in this Policy. Limited and occasional use of Holiday Market's systems to engage in blogging is acceptable, provided that it is done in a professional and responsible manner, does not otherwise violate Holiday Market's policy, is not detrimental to Holiday Market's best interests, and does not interfere with an employee's regular work duties.
2. Employees shall not engage in any blogging that may harm or tarnish the image, reputation and/or goodwill of Holiday Market and/or any of its employees. Employees are also

prohibited from making any discriminatory, disparaging, defamatory or harassing comments when blogging or otherwise engaging in any conduct prohibited by Holiday Market's *Non-Discrimination and Anti-Harassment* policy.

3. Employees may also not attribute personal statements, opinions or beliefs to Holiday Market when engaged in blogging. If an employee is expressing his or her beliefs and/or opinions in blogs, the employee may not, expressly or implicitly, represent themselves as an employee or representative of Holiday Market. Employees assume any and all risk associated with blogging.
4. Apart from following all laws pertaining to the handling and disclosure of copyrighted or export controlled materials, Holiday Market's trademarks, logos and any other Holiday Market intellectual property may also not be used in connection with any logging activity

5. Policy Compliance

5.1 Compliance Measurement

The I.T team will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback to the policy owner.

5.2 Exceptions

Any exception to the policy must be approved by the I.T team in advance.

5.3 Non-Compliance

An employee found to have violated this policy may be subject to disciplinary action