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**Stemplicity Legal & Compliance Policy**

**1. Overview**

Stemplicity is committed to maintaining the highest legal, ethical, and regulatory standards in all business operations. This Legal & Compliance Policy ensures that employees, contractors, and partners adhere to applicable laws, regulations, and company policies while upholding integrity and transparency in their roles.

**2. Compliance with Laws & Regulations**

* All employees must comply with **local, national, and international laws** governing Stemplicity’s operations.
* Stemplicity adheres to **GDPR, CCPA, and other data protection laws** to ensure responsible handling of personal and sensitive data.
* Anti-corruption laws such as the **Foreign Corrupt Practices Act (FCPA)** and **UK Bribery Act** must be strictly followed.
* Employees must comply with **intellectual property (IP) laws** to protect Stemplicity’s proprietary materials and respect third-party copyrights.

**3. Anti-Bribery & Anti-Corruption**

* Offering, soliciting, or accepting **bribes, kickbacks, or unethical gifts** is strictly prohibited.
* Any conflicts of interest that may compromise company integrity must be disclosed to management.
* Employees must report any instances of corruption or unethical behavior through designated **whistleblower channels**.

**4. Data Privacy & Protection**

* Employees must handle company and customer data in compliance with **GDPR, CCPA, and HIPAA (where applicable)**.
* Sensitive data should be encrypted, stored securely, and accessed only by authorized personnel.
* Sharing or selling customer data without proper authorization is prohibited.
* All employees must complete **annual data privacy training**.

**5. Workplace Ethics & Professional Conduct**

* Stemplicity enforces a **zero-tolerance policy for discrimination, harassment, and workplace misconduct**.
* Employees must maintain professional behavior in all company interactions.
* Ethical guidelines and reporting mechanisms are in place for any concerns regarding misconduct.

**6. Intellectual Property & Confidentiality**

* All Stemplicity-created materials, courses, and research are **company-owned intellectual property**.
* Employees must not share confidential company information with unauthorized individuals.
* Use of third-party intellectual property (e.g., software, courses, materials) must adhere to licensing agreements.
* Non-Disclosure Agreements (NDAs) must be signed when handling sensitive company projects.

**7. Whistleblower Protection**

* Employees are encouraged to report any suspected violations of this policy confidentially.
* Reports can be made via **[**[**whistleblower@stemplicity.com**](mailto:whistleblower@stemplicity.com)**]** or through the HR compliance portal.
* Stemplicity protects whistleblowers from retaliation and ensures a fair investigation process.

**8. Legal Contracts & Agreements**

* Any business partnership, service agreement, or contract must be reviewed and approved by **Stemplicity’s legal team**.
* Employees must not enter into any agreement on behalf of the company without proper authorization.
* Legal documentation must be maintained for auditing and compliance verification.

**9. Policy Enforcement & Disciplinary Actions**

* Violations of this policy may result in disciplinary action, including termination of employment.
* Legal violations will be reported to relevant authorities where applicable.
* Regular **compliance audits** will be conducted to ensure adherence to this policy.

**10. Updates & Policy Review**

* This policy is reviewed and updated **annually** or as required by changes in laws and regulations.
* Employees will be notified of significant policy updates and required to acknowledge compliance.

For any legal or compliance-related questions, please contact [**legal@stemplicity.com**](mailto:legal@stemplicity.com).

By adhering to this policy, we ensure **Stemplicity remains a responsible, ethical, and legally compliant organization.** 🚀