

# Corporate Code of Ethics Policy

**Effective Date:** [Insert Date]

**Applies To:** All Employees, Officers, Directors, and Contractors

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## 1. Purpose

This Corporate Code of Ethics Policy (â€œPolicyâ€) provides guidance to all employees and representatives of [Company Name] in upholding the highest ethical standards, maintaining integrity, and promoting a culture of trust and accountability.

## 2. Scope

This Policy applies to all employees, officers, directors, and contractors of [Company Name].

## 3. Guiding Principles

- Integrity:** Act honestly and ethically at all times.
- Respect:** Treat everyone with courtesy, dignity, and respect.
- Compliance:** Obey all applicable laws, regulations, and company policies.
- Accountability:** Accept responsibility for oneâ€™s actions and decisions.
- Confidentiality:** Safeguard company, customer, and employee information.
- Fair Dealing:** Deal fairly with customers, suppliers, competitors, and employees.

## 4. Standards of Conduct

### 4.1 Conflicts of Interest

Avoid any situation where personal interests may conflict, or appear to conflict, with the interests of the company.

### 4.2 Anti-Bribery and Corruption

Never offer, give, solicit, or accept any form of bribe or improper payment.

### 4.3 Confidential Information

Protect all confidential and proprietary information during and after employment.

### 4.4 Gifts and Entertainment

Do not accept or provide gifts or hospitality where it may improperly influence business decisions.

#### **4.5 Equal Opportunity & Non-Discrimination**

Promote a workplace free of discrimination, harassment, and retaliation.

#### **4.6 Workplace Safety**

Follow all health and safety regulations to maintain a safe working environment.

### **5. Reporting Violations**

Report any suspected unethical behavior or violation of this Policy promptly to your manager, Human Resources, or through established reporting mechanisms.

### **6. Consequences of Violations**

Violations of this Policy may result in disciplinary action, up to and including termination of employment, as well as possible legal consequences.

### **7. Review and Amendments**

This Policy will be reviewed regularly and may be amended as necessary by [Company Name].

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#### **Approval:**

[Name/Title]

[Date]