

# Business Code of Ethics

This Business Code of Ethics establishes our standards for professional and ethical conduct. All employees, officers, and directors are expected to uphold these principles in every aspect of their work.

## 1. Integrity

We act honestly and with transparency in all business dealings. We do not tolerate fraud, deception, or unethical practices.

## 2. Compliance with Laws

We comply with all applicable laws, regulations, and company policies at all times.

## 3. Respect for People

We treat colleagues, clients, and partners with dignity, fairness, and respect, fostering a diverse and inclusive environment.

## 4. Confidentiality

We safeguard confidential information and do not disclose it to unauthorized parties.

## 5. Conflicts of Interest

We avoid conflicts of interest and promptly disclose any potential conflicts to management.

## 6. Fair Dealing

We engage in fair competition and do not take unfair advantage through manipulation, concealment, or misrepresentation.

## 7. Protection of Company Assets

We protect company assets and use them only for legitimate business purposes.

## 8. Reporting Violations

Employees are encouraged to report violations of this code without fear of retaliation.

## 9. Responsibility

Employees, officers, and directors are responsible for understanding and following this Business Code of Ethics.

## Signature

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Employee Name      Date