



CODE OF CONDUCT

All employees, including Members, Trustees, Officers, Staff, and Contractors of the Corporation shall ensure that:

- *They do not engage in any activity that might create a conflict of interest for the company or for themselves individually.*
- *They do not take advantage of their position to seek personal gain through the inappropriate use of non-public information or abuse of their position.*
- *They will follow all restrictions on use and disclosure of information. This includes following all requirements for protecting Corporate information and ensuring that non-Corporate proprietary information is used and disclosed only as authorized by the owner of the information or as otherwise permitted by law.*
- *They observe that fair dealing is the foundation for all of our transactions and interactions.*
- *They will protect all company assets and use them only for appropriate company approved activities.*
- *Without exception, they will comply with all applicable laws, rules and regulations.*
- *They will promptly report any illegal or unethical conduct to management.*

Every Employee has the responsibility to ask questions, seek guidance and report suspected violations of this Code of Conduct. Retaliation against Employees who come forward to raise genuine concerns will not be tolerated.

Employee Signature