

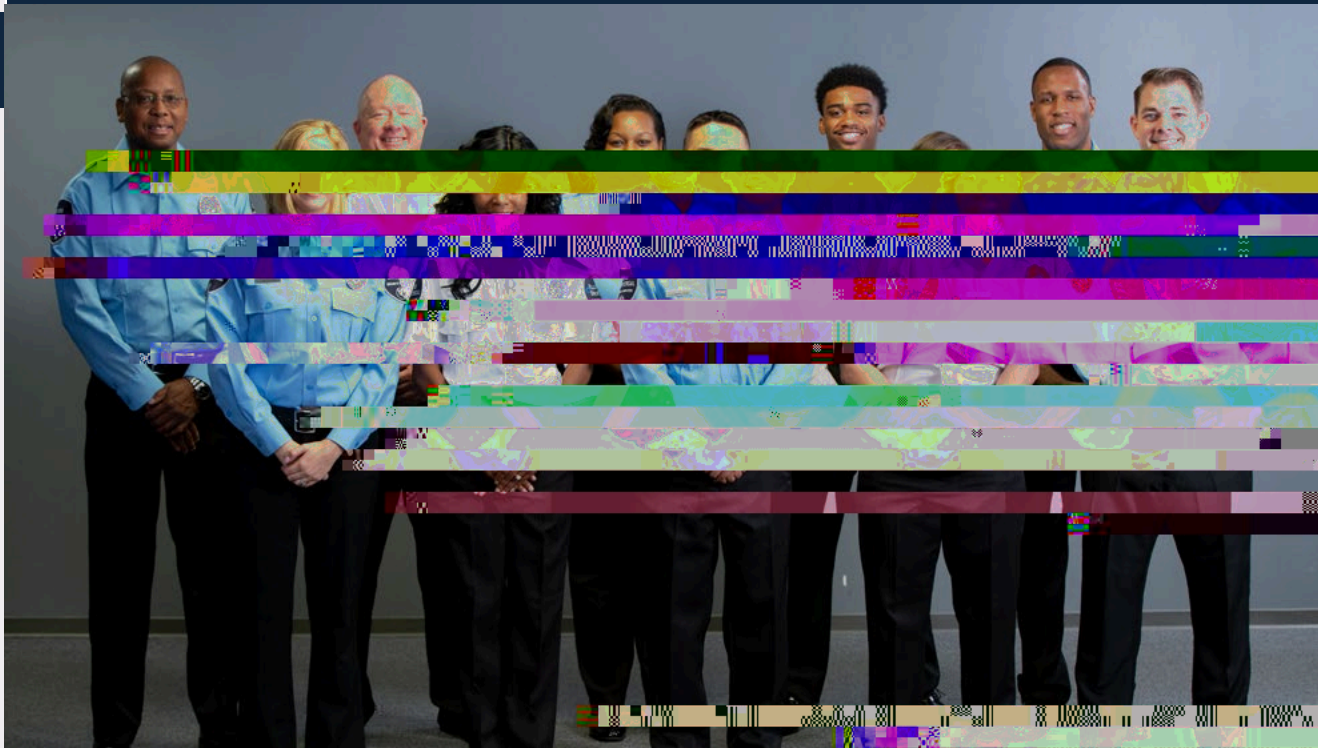
Guiding Principles to Ethical and Responsible Business





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1

Using Our Code

Our Code of Ethics is a set of principles that guide our behavior and decision-making. It is a living document that evolves over time to reflect changes in our business and the world around us. The Code is designed to be clear, concise, and easy to understand, so that everyone can see how it applies to their work. It is a key part of our commitment to integrity and ethical conduct.



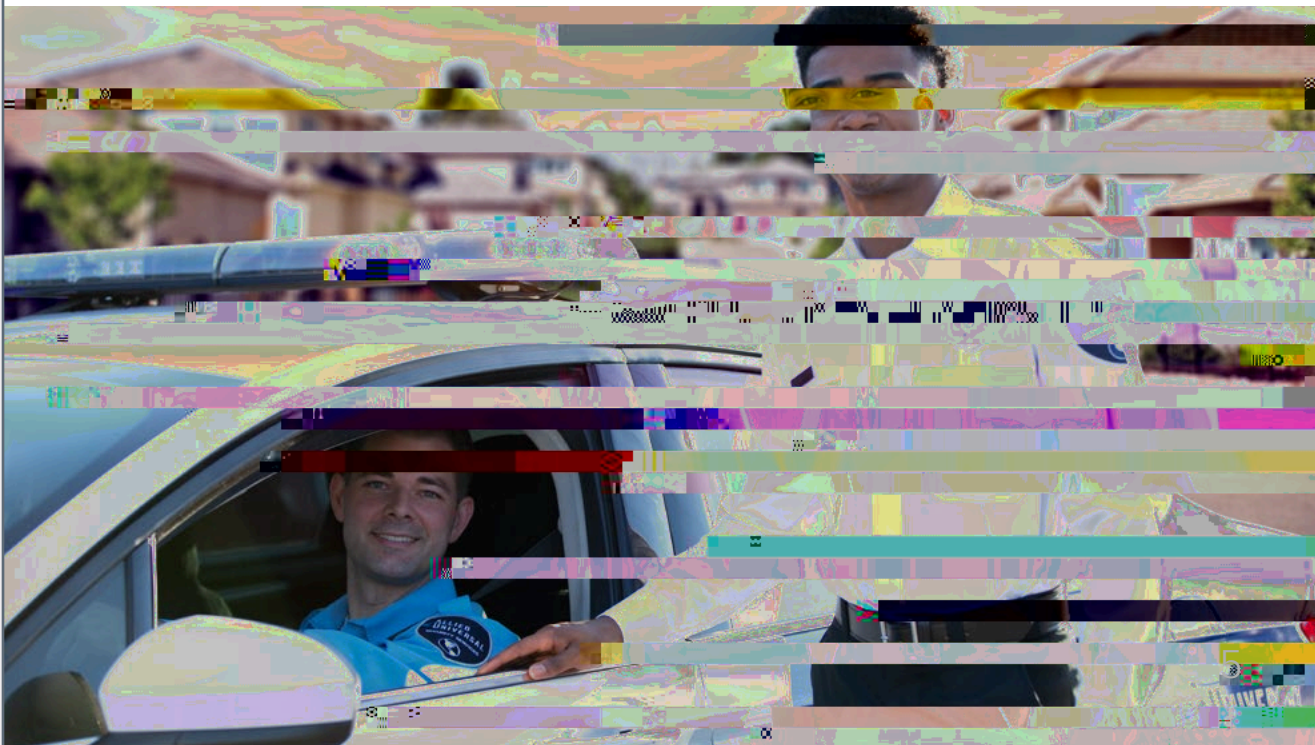
Our Business with Integrity

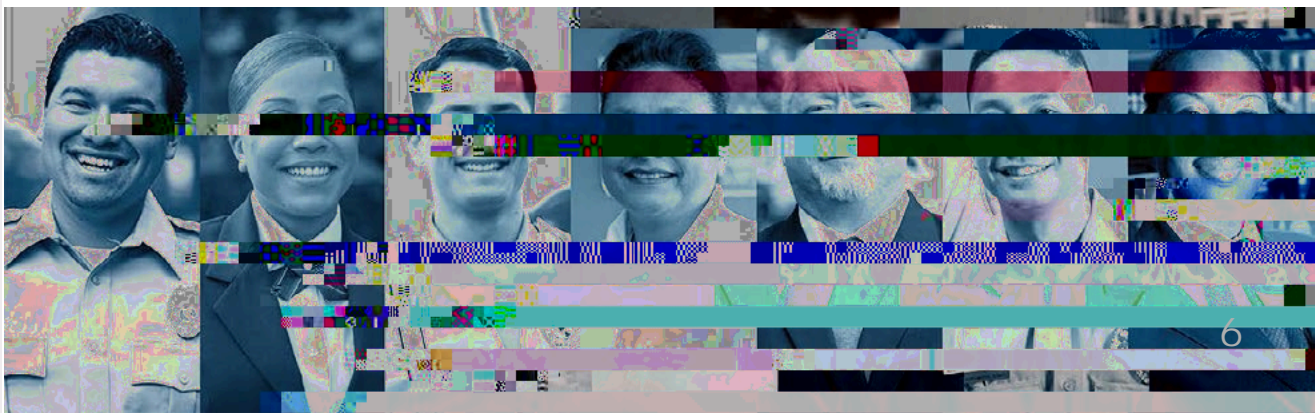
- We will not engage in any transaction that is illegal, unethical, or that would damage our reputation.
- We will not accept gifts or favors from suppliers or customers that could be seen as a conflict of interest.
- We will not disclose confidential information to anyone outside of our organization.
- We will not engage in any activity that could be perceived as a conflict of interest.
- We will not engage in any activity that could be seen as a violation of our Code of Ethics.



Our Business Partners

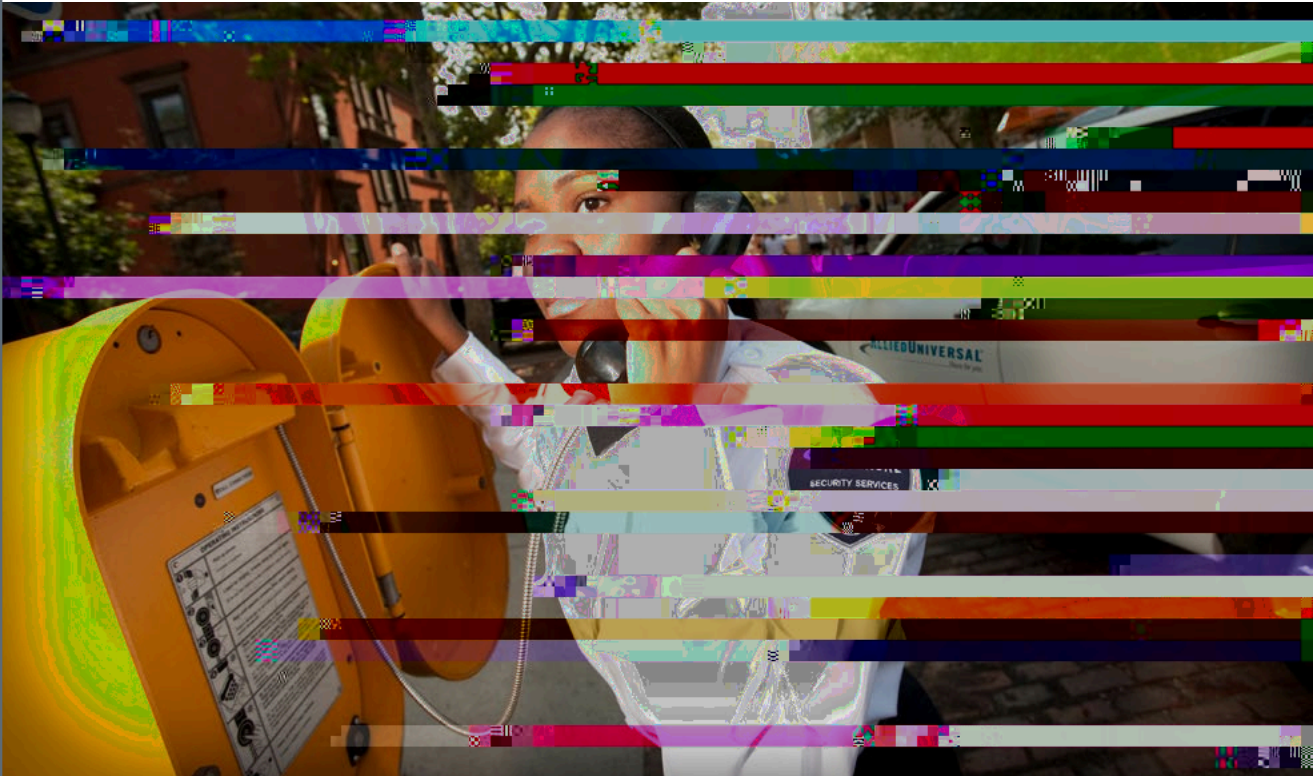
- We will only work with business partners who share our commitment to integrity and ethical conduct.
- We will not work with business partners who engage in illegal, unethical, or otherwise prohibited activities.
- We will not work with business partners who do not have adequate controls in place to prevent fraud, corruption, and other illegal activities.
- We will not work with business partners who do not have adequate controls in place to protect confidential information.
- We will not work with business partners who do not have adequate controls in place to prevent environmental damage.





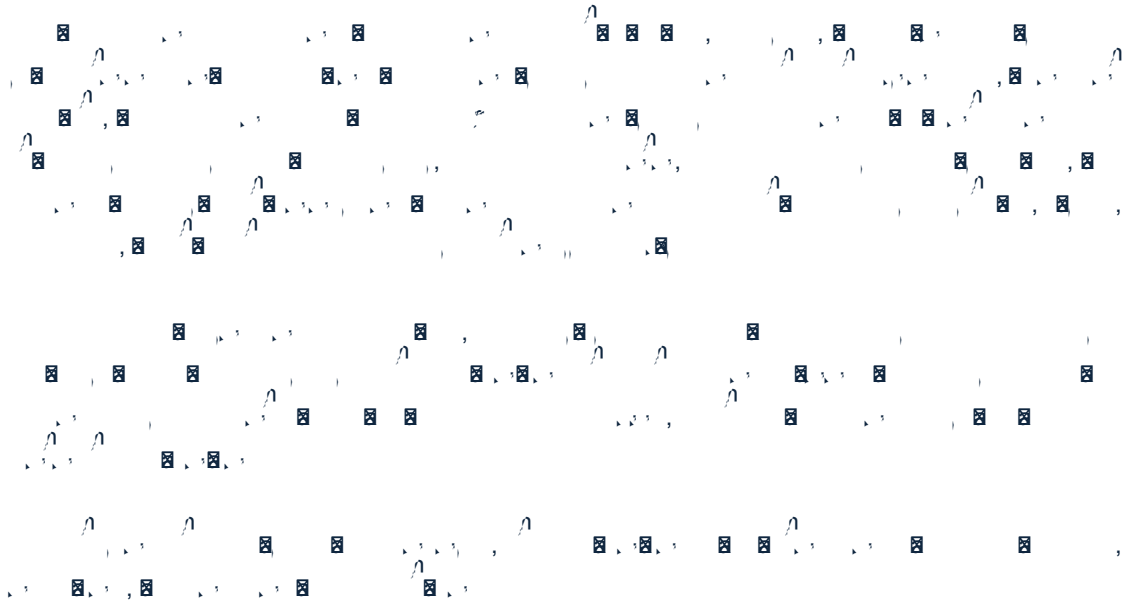
Complying with the Law

Compliance with the law is a critical component of any security program. It involves understanding and implementing the various laws and regulations that apply to your organization and industry. This includes everything from data privacy laws to anti-discrimination laws. Ensuring compliance is not just a legal obligation, but also a way to protect your organization's reputation and avoid costly fines and penalties.



Our Responsibilities

Our People



Our People and Safety

Our Business with Integrity

Our Business Partners

Our Assets and Reputation

Implementation

Glossary



Health and Safety



Health and Safety

Workplace

Health and Safety

Use of Force

Health and Safety

Weapons

Health and Safety

Human Rights

Human rights are the rights that are inherent to all human beings, regardless of their race, sex, ethnicity, or religion. These rights are universal and inalienable, and they are the foundation of a just and equitable society. The concept of human rights has evolved over time, but it remains a central principle of international law and governance.

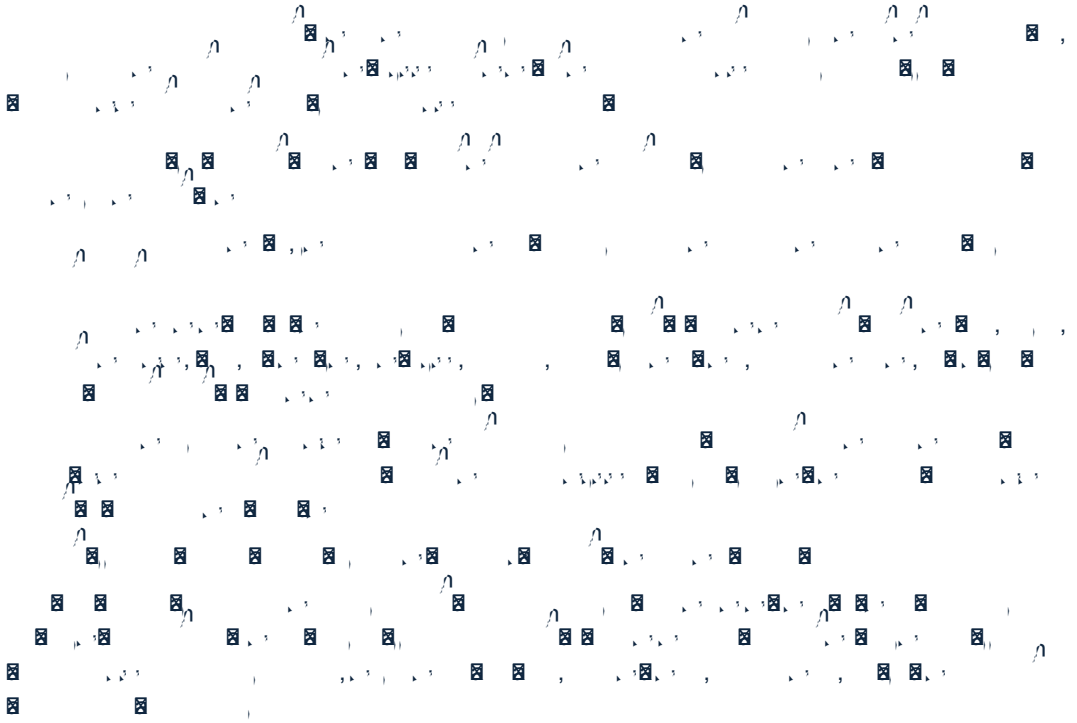
The Universal Declaration of Human Rights (UDHR) is the most widely recognized and cited document in the field of human rights. It was adopted by the United Nations General Assembly in 1948, and it sets out a comprehensive list of civil, political, economic, social, and cultural rights. The UDHR has inspired the development of numerous international treaties and national constitutions, and it continues to serve as a benchmark for assessing the human rights record of governments around the world.

Human rights are not just abstract concepts; they are the rights that we all need to live with dignity and freedom. They include the right to life, liberty, and security of person, the right to a fair trial, the right to freedom of expression, and the right to work and to a decent standard of living. These rights are essential for the well-being of individuals and the stability of societies.

Human rights are also a moral imperative. They are the rights that we owe to each other as human beings, and they are the rights that we must respect and protect. Human rights are the foundation of a just and equitable society, and they are the foundation of a world that is free from violence and oppression.

Our Responsibilities

Diversity, Equity and Inclusion



Our People and Safety

Our Business with Integrity

Our Business Partners

For more information, please review the Company's Diversity, Equity and Inclusion Policy.

Our Assets and Reputation

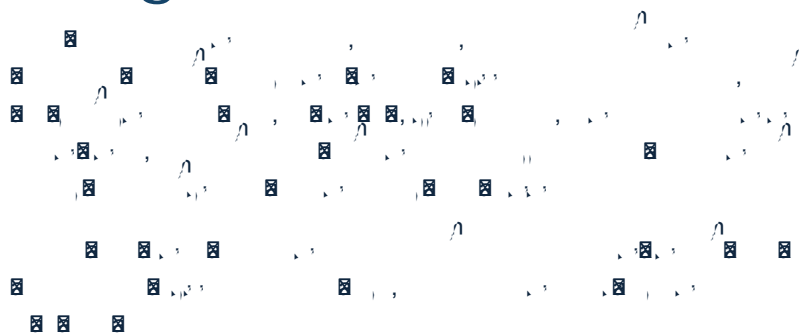
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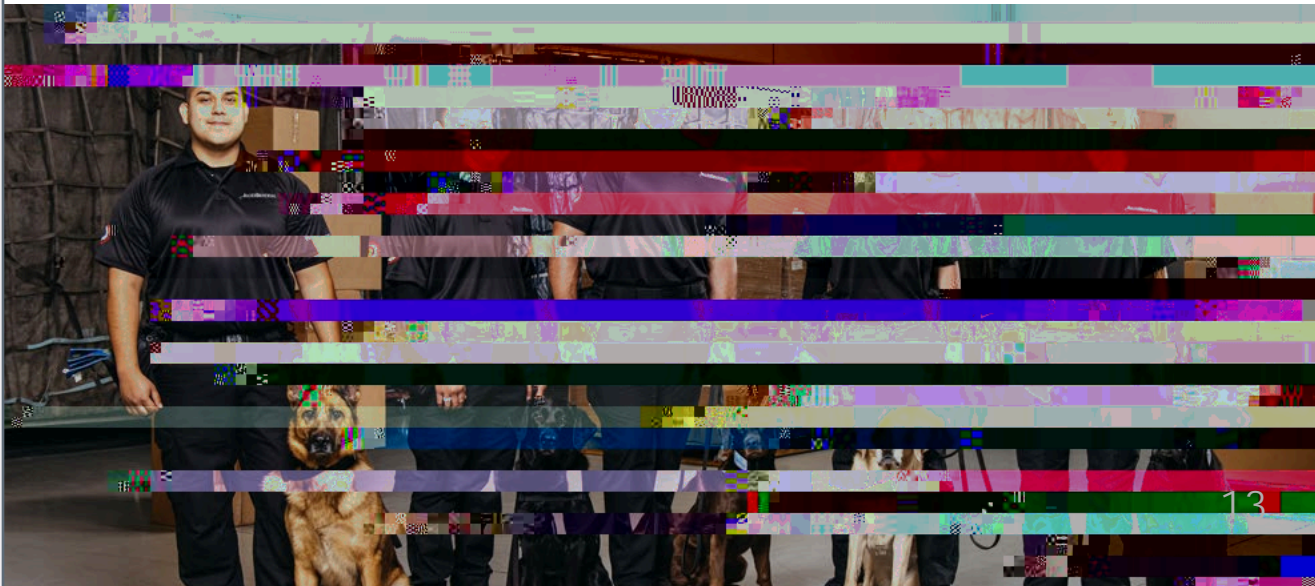


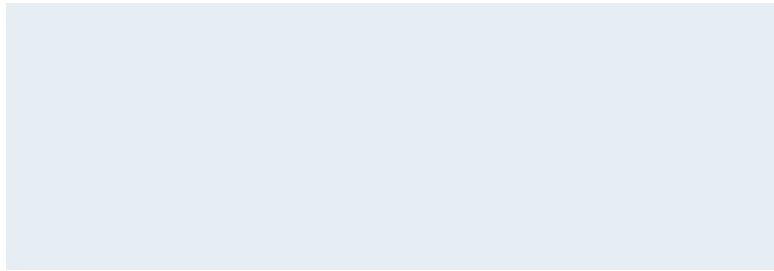
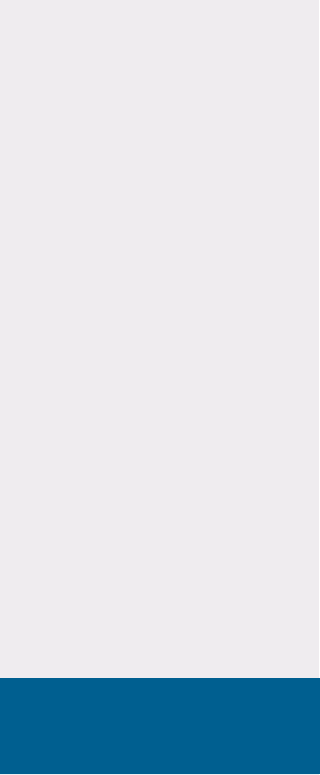
Ethical Behavior Towards Animals

Drugs and Alcohol



See the Company's human resource policies for more information.





Our Responsibilities

Gifts and Entertainment

Our People and Safety

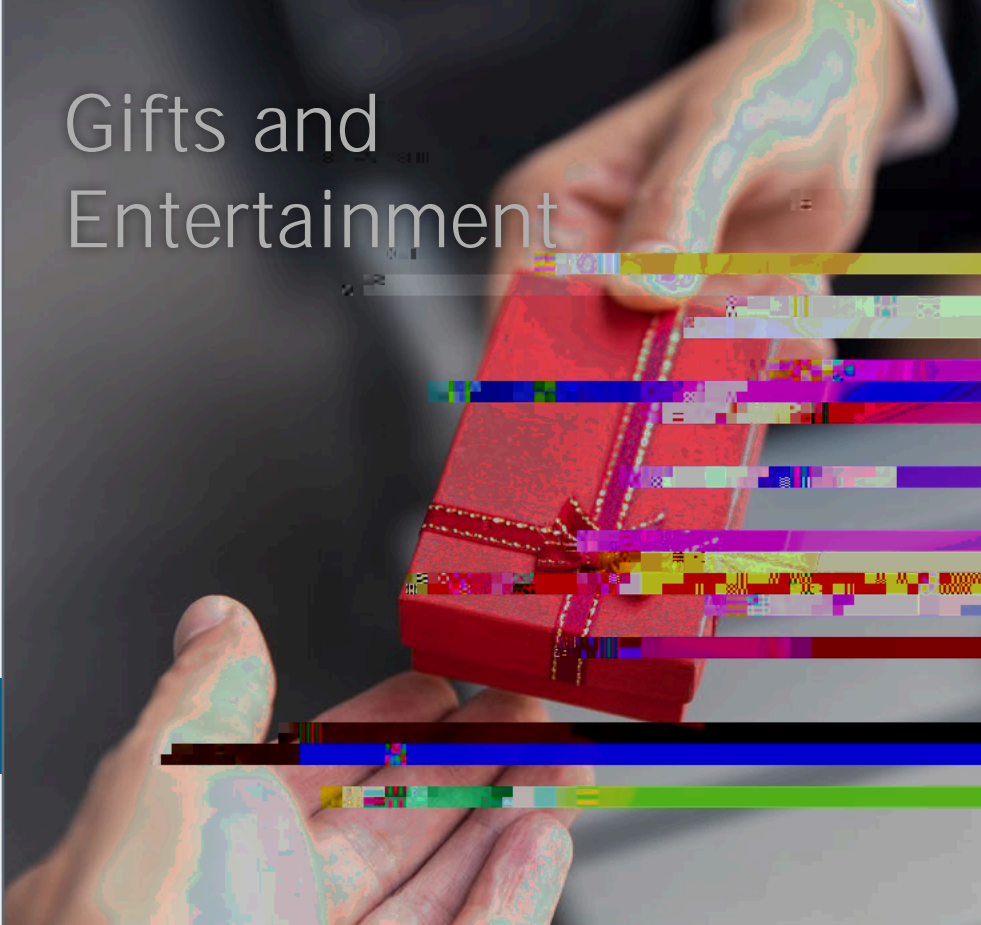
Our Business with Integrity

Our Business Partners

Our Assets and Reputation

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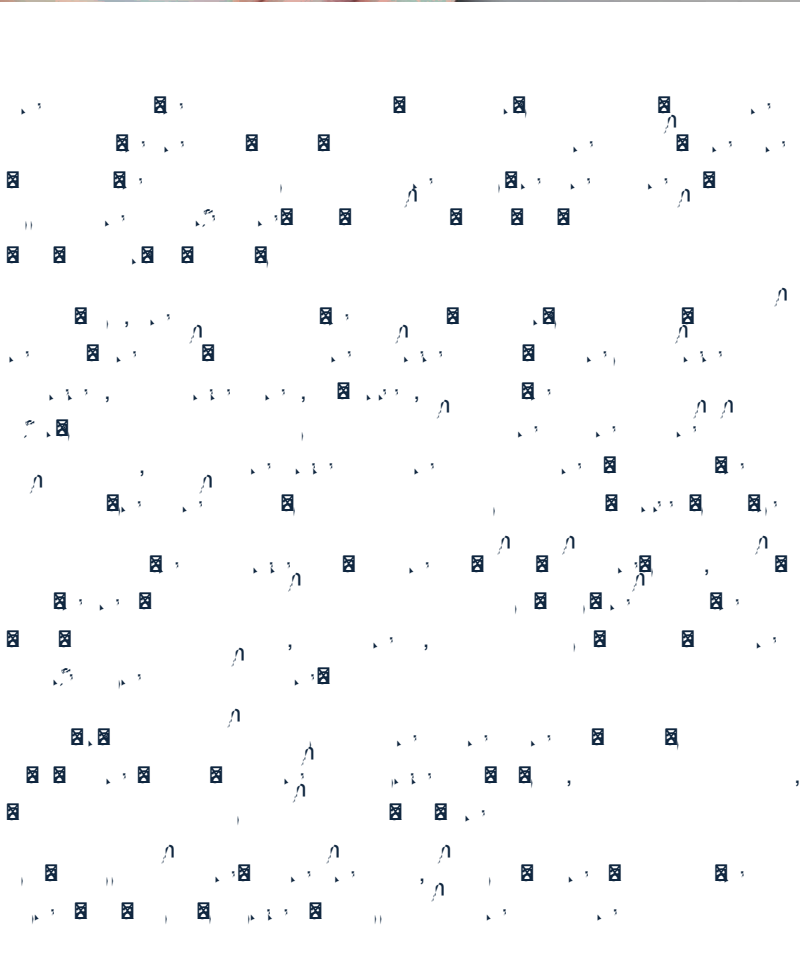
Glossary



What would you do?

Answer:

I accept the
offer of a
small gift of
value. I will
accept it if it
is from a
business partner
and it is not
cash or a
check. I will
not accept
any gift from
a business partner
if it is more
than a nominal
value. I will
not accept any
gift from a
business partner
if it is more
than a nominal
value.



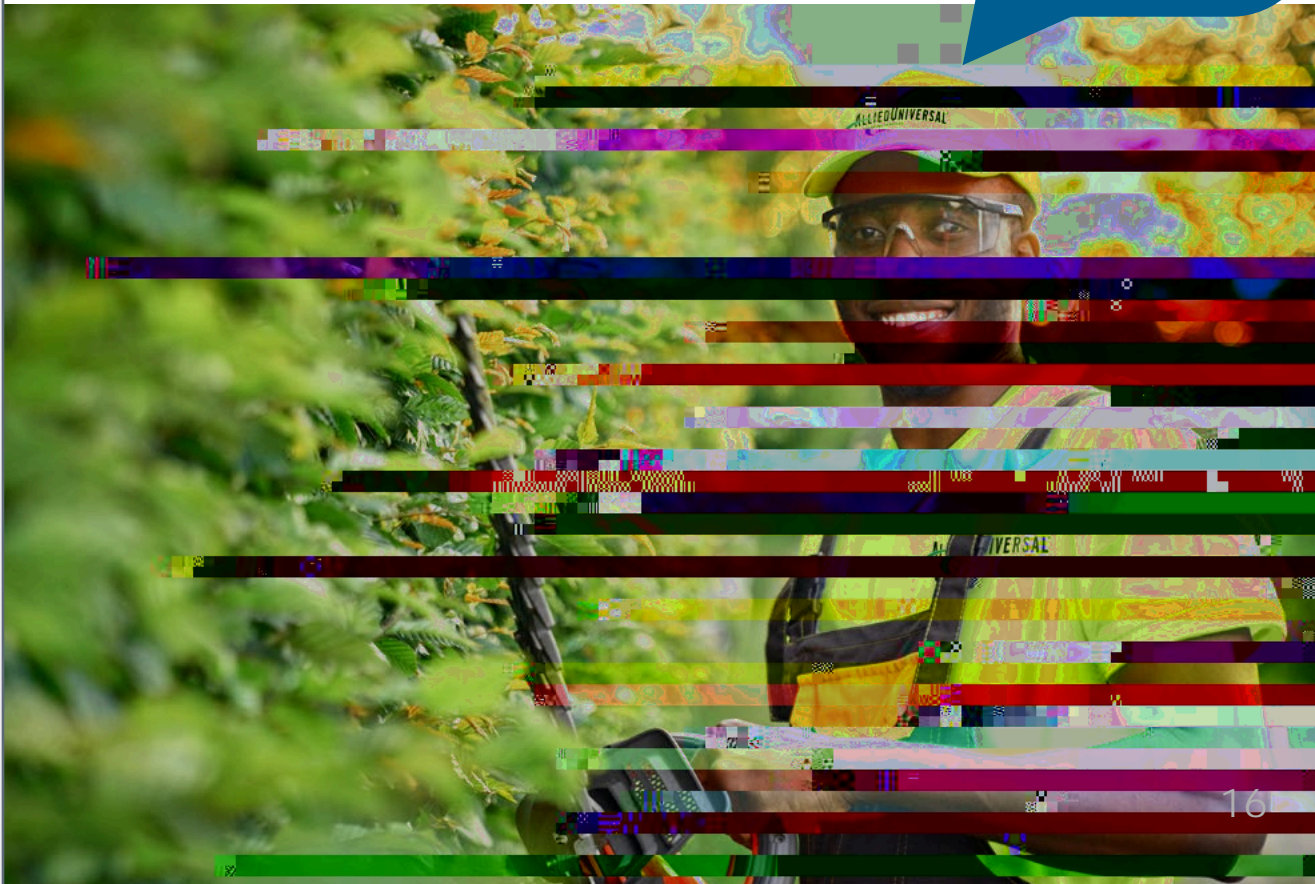
For more information, please consult with your leadership and review the relevant local policies.

Political Contributions

What would you do?

Answer:

Ye , a a
d c a be
ea f e
G a a d
d
e. Y
a e e ca
a de e e
e e c
e e e
c a c a d d a e
e d e
b a .



Our Responsibilities

Conflicts of Interest

Our People and Safety

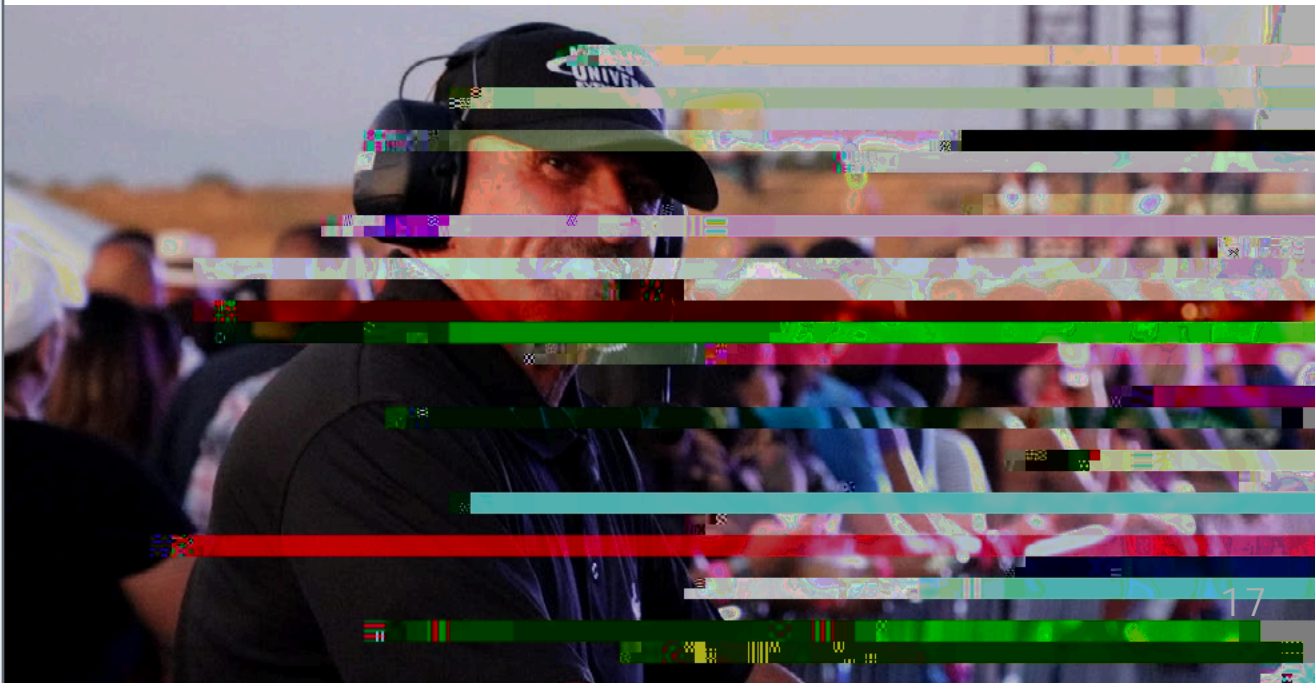
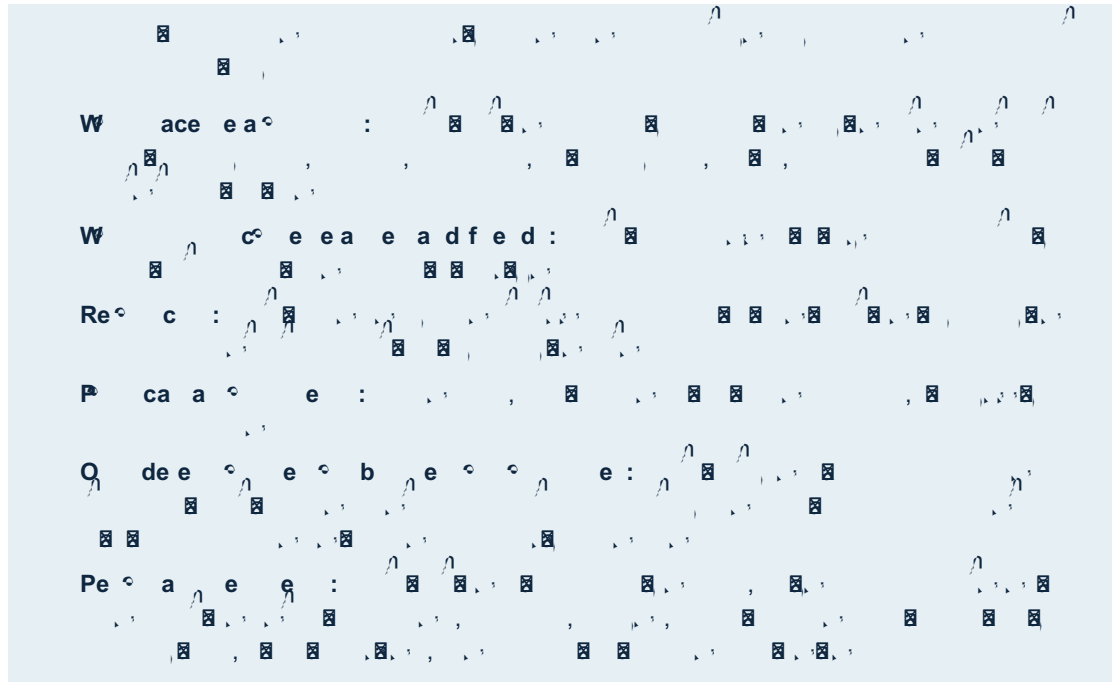
Our Business with Integrity

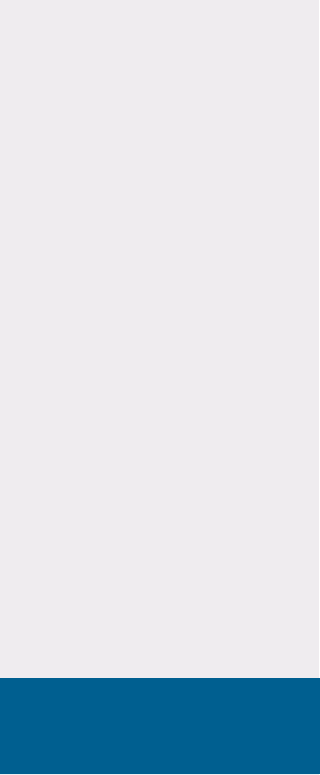
Our Business Partners

Our Assets and Reputation

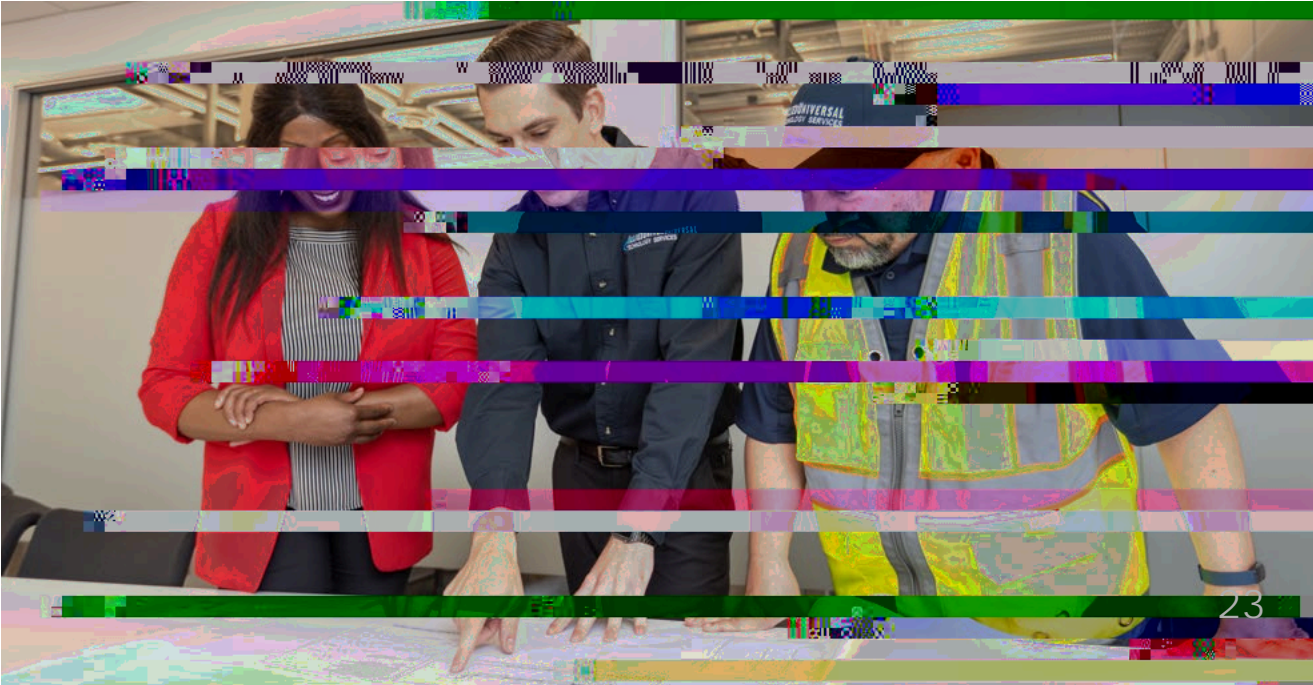
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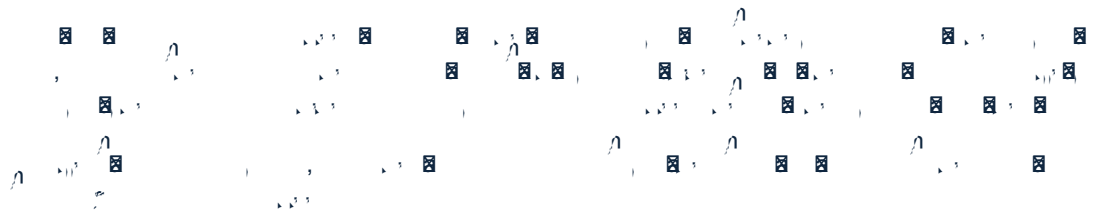
Our Customers



Our Suppliers and Other Third Parties



Our Communities



Protecting Our Confidential

Our Responsibilities

Our People and Safety

Our Business with Integrity

Our Business Partners

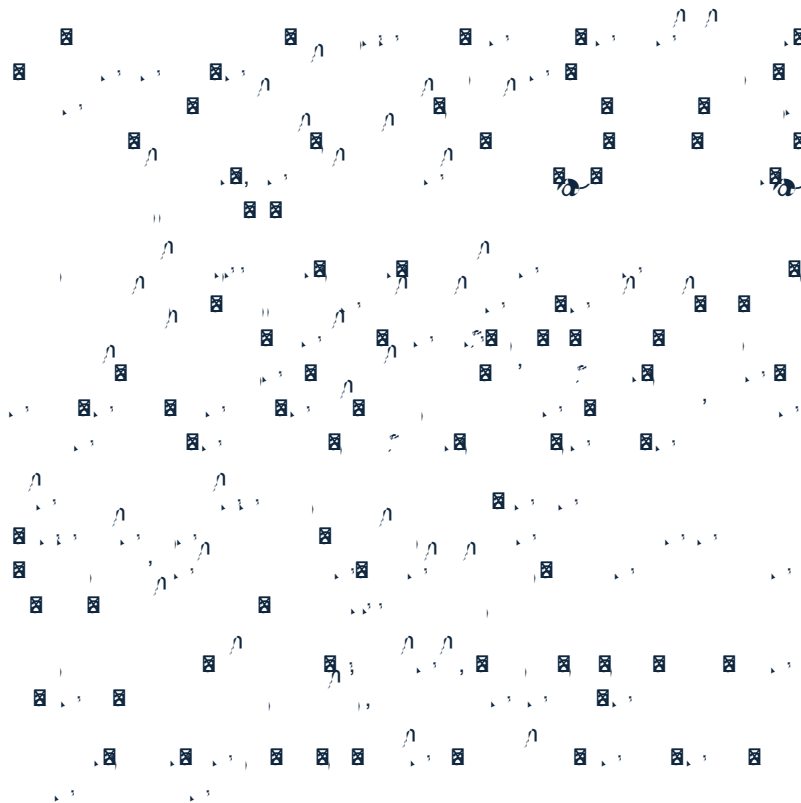
Our Assets and Reputation

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External Communications



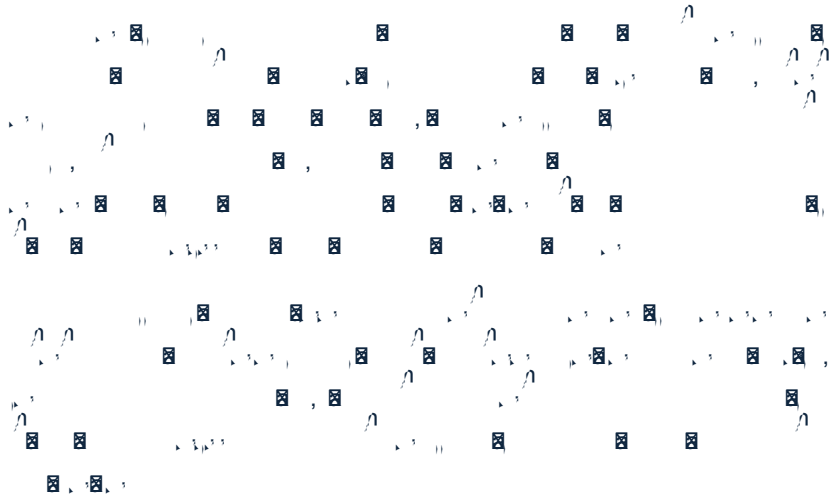
What would you do?



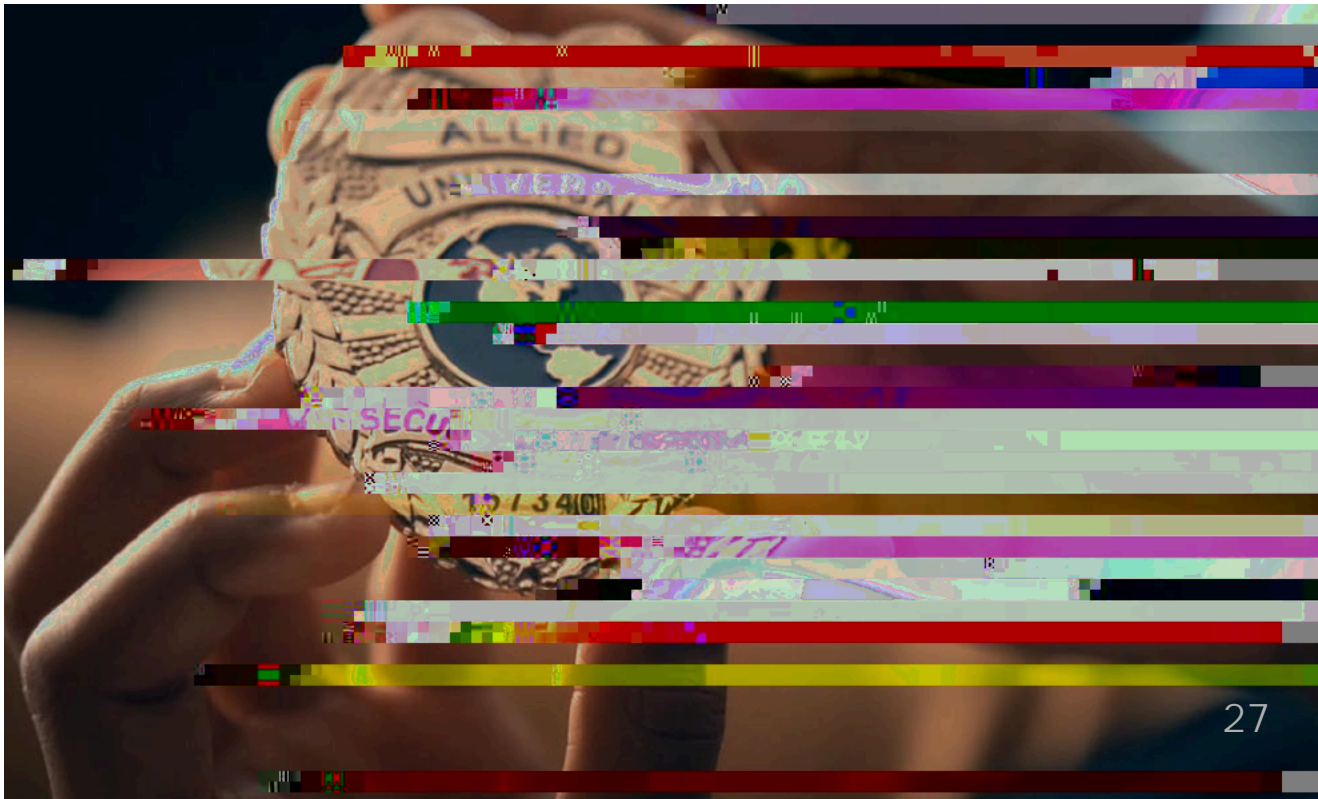
Answer:

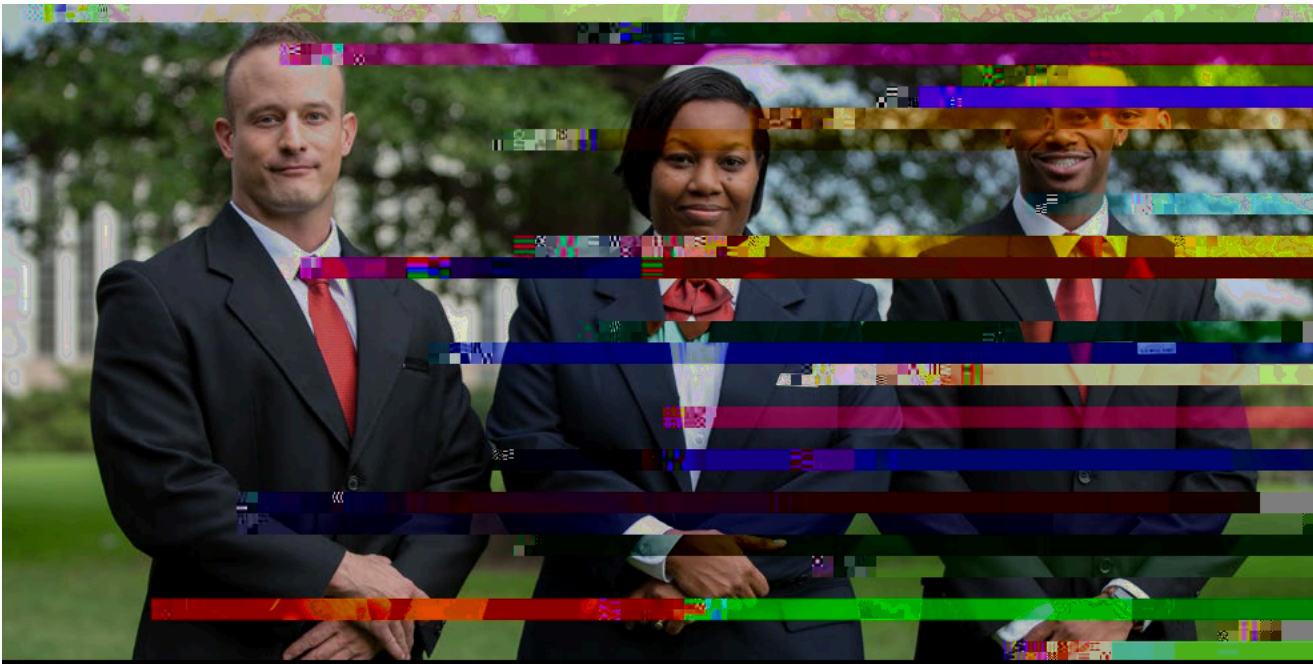
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Our Brand and Intellectual Property



There's





GLOSSARY

