

Code of Conduct

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1. Principles

- Treat everyone with respect.
- Act with integrity and transparency.
- Protect company and customer information.

2. Conflicts of Interest

Disclose any conflict that could influence business decisions.

3. Reporting

Report concerns promptly using the confidential channel. Retaliation is prohibited.

4. Notes

This document is confidential and intended for internal use only. If you have questions, contact the Policy Owner listed in the Responsibilities section.