

# Code of Conduct

**Version:** 3.1 | **Effective:** January 1, 2024

## Our Values

ClearPath is committed to fostering an inclusive, respectful workplace where everyone can thrive. We value diversity, transparency, and collaboration.

## Expected Behavior

- Treat all colleagues, customers, and partners with respect
- Communicate professionally and constructively
- Honor commitments and deadlines
- Protect confidential information
- Report concerns through appropriate channels

## Unacceptable Behavior

ClearPath has zero tolerance for harassment, discrimination, intimidation, or retaliation. This includes inappropriate comments, unwelcome advances, or creating a hostile work environment. Violations may result in immediate termination.

## Reporting Violations

Report concerns to your manager, HR ([hr@clearpath.io](mailto:hr@clearpath.io)), or our anonymous hotline (1-800-555-0199). All reports are investigated promptly and confidentially.