

VALUES

Some of the values that drive this Policy include, without limitation, the following:

Diversity and Inclusion

We support and encourage diversity and inclusion within our business by maintaining a workplace that is

Ethical Business Conduct

As detailed in our *Code of Business Conduct and Ethics*, the Company is committed to the highest standards of business conduct in our relationships with each other and our

GOVERNANCE

This Policy is # ") and is overseen by the #
Chief Executive Officer and other members of the #
Leadership teams, # # O # # h \ #
Communications Officer. u # O)
updating this Policy.

DISCIPLINE FOR VIOLATIONS

The Company: (a) intends to