

Code of Ethics and Business Conduct Acknowledgment

Employee Name: _____

Employee ID: _____

Department: _____

Date: _____

I hereby acknowledge that I have received a copy of the Company's Internal Code of Ethics and Conduct. I understand that it is my responsibility to read, understand, and comply with the policies and guidelines set forth in this document.

I agree to:

- Conduct myself in a professional and ethical manner at all times.
- Comply with all applicable laws, regulations, and company policies.
- Report any suspected violations of the Code of Conduct to my supervisor or the Human Resources department.
- Maintain the confidentiality of proprietary company information.

I understand that this Code of Ethics and Conduct does not constitute an employment contract and that my employment remains "at-will." I also understand that failure to comply with the standards outlined in the Code may result in disciplinary action, up to and including termination of employment.

By signing below, I certify that I have read the Code of Conduct and agree to abide by its terms throughout my employment.

Employee Signature

Date Signed