

Work honestly and with integrity:

- Follow the laws and requirements of the countries where you work avoid even the appearance of something improper.
- Don't offer or accept anything of value in exchange for an unfair advantage or an improper decision.
- Monitor third parties we can be held responsible for bribes they offer or accept.
- · Accurately record all payments and expenses in our books and records.

If you see or suspect something unethical or illegal, speak up. Talk to your manager or another internal resource.



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