



## **Code of Ethics, Conduct, and EPM Credo**

It is the policy of EPM to conduct business in strict compliance with applicable federal, state, and local laws, and with the highest standard of business ethics. Each individual employed by our company has a responsibility to commit to this endeavor. To this end we embrace and enforce the following EPM Credo:

*"Acting in a manner to foster and ensure that the workplace is free from any form of harassment or discrimination that is based on race, color, gender, religion, age, national origin, citizenship, sexual orientation, physical or mental disability, or veteran status."*

As an employee, you are expected to adhere to the highest standards of personal, professional, and business ethics. You are also expected to use good judgment in the conduct of your work. Honesty, respect, and care in dealing with each other, our clients, our suppliers, the many communities of which we are members and our society as a whole should be the standard benchmarks for behavior. These commitments are summarized below:

- To each other as we will treat one another with respect and care, protect each, other's privacy and conduct ourselves with dignity;
- To our clients as we are committed to consistently provide outstanding performance to produce quality products and services that meet or exceed our client's standards and specifications, within time schedules and budgets;
- To our suppliers as we are committed to emphasize fair competition, long-lasting relationships, and a sense of responsibility, which will enable us to be a good customer;
- To the many communities in which we reside and to society as we are committed to responsive corporate citizenship and compliance with federal, state, and local laws;
- The company's success in business does not require unethical behavior or actions, and the company does not condone such behavior. Any employee who has ethical concerns or has any knowledge of unethical behavior is to report such behavior immediately to their Supervisor, HR, or a member of the executive staff.