#### PURPOSE

The Code of Conduct and Ethics Policy of [COMPANY NAME] outlines the principles, values, and standards of behavior expected from all employees, contractors, vendors, and authorized users while representing the organization. This Policy serves as a guide to ensure ethical conduct, integrity, and compliance with the highest standards of business ethics.

#### 2. SCOPE

The purpose of this Policy is to:

- Promote a culture of honesty, integrity, and transparency within [COMPANY NAME].
- Establish clear expectations for ethical behavior in all business activities.
- Ensure compliance with applicable laws, regulations, and industry standards.
- Safeguard the reputation and interests of [COMPANY NAME], its stakeholders, and the broader community.

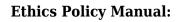
#### 3. CORE VALUES

At [COMPANY NAME], we are guided by the following core values:

- Integrity: We conduct ourselves with honesty, sincerity, and consistency in all interactions and transactions.
- Respect: We treat all individuals with dignity, respect diversity, and value the opinions and perspectives of others.
- Accountability: We take responsibility for our actions, decisions, and their consequences.
- Transparency: We provide accurate, complete, and clear information to stakeholders, both internally and externally.
- Compliance: We adhere to all applicable laws, regulations, and industry standards.
- Excellence: We strive for excellence in our work, continually improving our skills and processes.

# **Ethics Policy Manual**

Jianjun Gao



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