

CODE OF CONDUCT POLICY



At **HEDLA HARVEST CORPORATION**, we strive to maintain the highest standards of integrity and ethical behavior in all aspects of our business. We believe that a strong code of conduct is essential to creating a culture of integrity and compliance. Our Code of Conduct policy reflects our commitment to upholding these standards and provides guidelines for our employees, stakeholders, and partners to ensure that they understand our values and the principles we stand for

SCOPE

This code of conduct applies to all employees, suppliers, and partners of the **HEDLA HARVEST CORPORATION**. It applies to all aspects of our business, including our operations, products, and services



PRINCIPLES

HEDLA HARVEST CORPORATION is committed to the following principles:

01

Integrity and Fair Dealing

We conduct our business with integrity and in an honest and fair manner. We do not engage in any practices that are illegal, unethical, or that could damage the reputation of our company or our stakeholders. We value transparency and honesty in all our business dealings and expect our employees and partners to do the same

02

Conflicts of Interest

We expect our employees and partners to avoid conflicts of interest and to disclose any potential conflicts of interest that may arise in the course of their work. Conflicts of interest may arise when an individual's personal interests interfere or conflict with the interests of the company or its stakeholders. We expect our employees and partners to act in the best interests of the company and its stakeholders and to avoid situations where personal interests could influence business decisions



03

Protection of Company Assets

Our company's assets, including physical property, intellectual property, and financial resources, are vital to our success. We expect our employees and partners to protect these assets and to use them only for legitimate business purposes. Theft, fraud, or misuse of company assets will not be tolerated and may result in disciplinary action

04

Respect

We treat each other with respect, regardless of our position or title. We believe that respect is key to maintaining a positive and productive work environment. We foster an inclusive culture that values diversity and encourages open communication. We listen to each other's ideas and opinions, and work collaboratively towards our shared goals. Our commitment to respect extends to our relationships with customers, suppliers, and other stakeholders, as we strive to build strong, mutually beneficial partnerships based on trust and integrity

05

Confidentiality

All employees are required to maintain the confidentiality of **HEDLA HARVEST CORPORATION** information

This includes but is not limited to

- A. Trade secrets
- B. Proprietary information
- C. Financial information
- D. Customer information

Employees who violate this confidentiality policy may be subject to disciplinary action, up to and including termination of employment

06

Compliance with Laws and Regulations

Our company is committed to complying with all applicable laws and regulations, both domestic and international, that govern our business operations. We expect all employees and partners to abide by these laws and regulations and to conduct business in an ethical and responsible manner



07

Environmental Sustainability

Our company is committed to protecting the environment and reducing our carbon footprint. We strive to minimize our environmental impact and to promote sustainable practices throughout our operations. We expect our employees and partners to support our efforts to reduce waste, conserve resources, and promote environmental sustainability

08

Harassment and Discrimination

Our company is committed to providing a work environment that is free from harassment and discrimination. We do not tolerate any form of harassment or discrimination based on race, gender, age, religion, national origin, disability, sexual orientation, or any other protected category. We expect all employees and partners to treat each other with respect and to contribute to a positive work environment



09

Compliance and Reporting

We expect all employees and partners to comply with this Code of Conduct policy and to report any suspected violations immediately. We will investigate all reports of suspected violations and take appropriate disciplinary action against individuals found to have violated the policy. We encourage all employees and partners to ask questions or seek guidance if they are uncertain about how to apply the policy in a specific situation

BEHAVIOR

We expect our employees, suppliers, and partners to behave in a way that is consistent with these principles. This includes, but is not limited to, the following:

- > Acting with honesty and integrity
- > Complying with all applicable laws and regulations
- > Treating each other with respect
- > Protecting the environment and the communities in which we operate



REPORTING CONCERNS

If you have a concern about the behavior of an employee, supplier, or partner, you are encouraged to report it. You can report concerns to your supervisor, the Human Resources department, or the Compliance department

ENFORCEMENT

HEDLA HARVEST CORPORATION takes all allegations of misconduct seriously. We will investigate all allegations and take appropriate action, up to and including termination of employment

CONCLUSION

Our Code of Conduct policy reflects our commitment to maintaining the highest standards of ethical behavior and integrity in all aspects of our business. We expect all employees and partners to uphold these standards and to contribute to a positive and ethical work environment. By following these guidelines, we can build a strong and sustainable business that benefits all of our stakeholders.

