

## **Fox Valley Molding, Inc.**

### **Ethics Policy**

It is the policy of Fox Valley Molding, Inc. that all of its employee's uphold the highest standards of ethical, professional behavior. To that end, all employee's shall dedicate themselves to carrying out the mission of this organization and shall:

- 1) Hold paramount the safety, health and welfare of its employee's in the performance of professional duties.
- 2) Fox Valley Molding has a commitment to offer all individuals who have the necessary qualifications an equal opportunity to compete for employment and advancement with the Company. To assure this equal employment opportunity, there shall be no discrimination, preferred treatment or favoritism concerning any individual or group. Equal employment is offered without regard to race, color, creed, religion, sex, age, disability, marital status, or veteran status.
- 3) Engage in carrying out Fox Valley Molding, Inc.'s mission in a professional manner.
- 4) Build professional reputations on the merit of our services and refrain from competing unfairly with others.
- 5) Accept as a personal duty the responsibility to conduct themselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
- 6) Conduct organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
- 7) Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities in order to inspire confidence and trust in such activities.
- 8) Avoid interest or activity that is in conflict with the conduct of their official duties.
- 9) Respect and protect privileged or confidential information.
- 10) Strive for personal and professional excellence and encourage the professional developments of others.