

IA-BSW Code of Conduct

- Our investors and our customers are the reason for our business. Every act we take must be ethical and respect our investors' faith and our customers' trust.
- We build customer relationships through the merits of our products and services and the honesty of our people.
- IA-BSW competes vigorously and honestly, developing trust based on the merits of our products, services, and our people.
- We comply with all local laws where we operate and if the local laws exceed our standards, then local laws prevail.
- We never allow personal, family or other interests to affect our business judgment.
- IA-BSW working environments:
 - are open to sharing of ideas and knowledge
 - demonstrate respect for each other and
 - are safe.
- All non-public information is held confidential not to violate applicable laws.
- IA-BSW intellectual property is to be absolutely safeguarded, and IA-BSW will not violate others' intellectual property.
- IA-BSW will always follow appropriate financial reporting laws.
- Company property and funds are to be safeguarded.
- Any employee observing the destruction or tampering of company records, or observing an illegal act, violation of the law and/or this code of conduct, shall report the matter to Brian Bosch, Chief Security and Legal Officer immediately. Failure to do so will result in termination and potentially prosecution.
- Any violation of company policies, driving under the influence, violation of State and or Federal laws may result in immediate dismissal.
- IA-BSW is an "at will employer" and may dismiss any employee without provocation or reason, and with or without notice.
- Each employee must review this Code of Conduct twice a year and sign before a witness.

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