

## Code of Ethics and Conduct for Employees

### Introduction

This Code of Ethics and Conduct outlines the principles and expectations for all employees at PIE Scientific LLC, ensuring that business operations are conducted with integrity, respect, and professionalism. All employees are required to adhere to the highest standards of ethical behavior in their daily responsibilities and interactions.

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#### 1. Compliance with Laws and Regulations

Employees must comply with all applicable local, state, national, and international laws and regulations. This includes, but is not limited to, laws governing labor practices, environmental protection, health and safety standards, and anti-corruption laws.

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#### 2. Honesty and Integrity

Employees are expected to act with honesty and integrity in all dealings, both internally with colleagues and externally with clients, vendors, and business partners. Fraud, misrepresentation, or unethical business practices will not be tolerated.

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#### 3. Confidentiality and Protection of Company Information

Employees must protect the confidentiality of all company information, including trade secrets, proprietary data, and sensitive customer information. Sharing confidential information with unauthorized individuals or entities is strictly prohibited.

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#### 4. Conflict of Interest

Employees must avoid situations that create or appear to create conflicts between their personal interests and those of the company. Any potential conflicts must be disclosed to management for resolution. Employees must not engage in activities or relationships that compromise their ability to make impartial business decisions.

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## 5. Respect in the Workplace

All employees deserve to work in an environment of mutual respect, free from discrimination, harassment, or any form of abusive behavior. The company is committed to providing a safe and inclusive workplace that values diversity and equal opportunity.

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## 6. Environmental Responsibility

Employees are expected to follow all environmental policies and contribute to sustainable business practices. The company strives to minimize its environmental impact, and employees should support this mission by reducing waste, conserving energy, and following proper disposal protocols.

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## 7. Health and Safety

The company is dedicated to providing a safe and healthy work environment. Employees must follow all safety protocols, report unsafe conditions, and use equipment and materials in a manner that protects both themselves and others. Everyone has a responsibility to contribute to maintaining a safe workplace.

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## 8. Use of Company Resources

Employees are entrusted with company resources and are expected to use them responsibly. Company resources, including equipment, materials, and digital assets, should be used for business purposes only. Misuse or theft of resources will result in disciplinary action.

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## 9. Anti-Bribery and Corruption

The company prohibits any form of bribery or corruption. Employees must not offer, accept, or engage in bribery in any form to gain undue advantage. Business dealings should be conducted transparently, fairly, and in compliance with all anti-corruption laws.

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## 10. Reporting Violations

Employees are encouraged to report any violations of this code or any unethical behavior they witness. Retaliation against individuals who report misconduct in good faith is strictly prohibited. All reports will be investigated promptly and confidentially.

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## 11. Disciplinary Actions

Failure to comply with this Code of Ethics and Conduct may result in disciplinary actions, including but not limited to warnings, suspension, or termination of employment. The company reserves the right to take appropriate legal action when necessary.

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## Acknowledgment

By adhering to this Code of Ethics and Conduct, employees contribute to upholding the integrity and reputation of PIE Scientific LLC. Each employee is expected to read, understand, and comply with the provisions outlined in this document.

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**Approval and Effective Date:** This Code of Ethics and Conduct is effective as of December 1<sup>st</sup>, 2023, and will be reviewed periodically to ensure its relevance and effectiveness.