

TruServ Aviation Compliance and Ethics Policy

Effective Date: 2/8/2024

I. Introduction

TruServ Aviation is dedicated to upholding the highest standards of integrity and ethics in all aspects of its business operations. This Compliance and Ethics Policy provides a framework for employees, contractors, and stakeholders to ensure legal and ethical conduct.

II. Compliance with Laws and Regulations

Legal Compliance: All employees must adhere to applicable local, national, and international laws and regulations.

Industry Standards: TruServ Aviation commits to following industry standards and best practices in aviation and related fields.

III. Ethical Conduct

Integrity: Employees are expected to conduct themselves with honesty and integrity in all business interactions, both within the organization and with external parties.

Conflicts of Interest: Employees must avoid situations that may create a conflict between personal interests and the interests of TruServ Aviation. Full disclosure of potential conflicts is mandatory.

Gifts and Entertainment: Acceptance of gifts, entertainment, or other favors should comply with applicable laws and regulations and should not compromise objectivity or create the appearance of impropriety.

IV. Confidentiality and Privacy

Data Protection: Employees are required to respect and safeguard the confidentiality and privacy of company and customer information.

Intellectual Property: Respect the intellectual property rights of others and ensure the protection of TruServ Aviation's intellectual property.



V. Reporting Violations

Whistleblower Protection: TruServ Aviation encourages employees to report any concerns or violations of this policy without fear of retaliation. Reports can be made through designated reporting channels.

VI. Training and Communication

Training Programs: TruServ Aviation will provide regular training programs to educate employees about this policy and relevant compliance matters.

Communication: Ensure effective communication of the policy to all employees and stakeholders. Periodically review and update the policy as necessary.

VII. Enforcement and Consequences

Violations of this policy may result in disciplinary action, up to and including termination of employment or contractual relationships. TruServ Aviation may also pursue legal remedies for serious breaches of the law.

VIII. Conclusion

This Compliance and Ethics Policy is a fundamental aspect of TruServ Aviation's commitment to integrity and lawful conduct. All employees and stakeholders are expected to familiarize themselves with this policy and uphold its principles in their daily activities.

This policy may be subject to periodic review and updates. The latest version will be made available to all employees.

