

## Code of Business Conduct and Ethics

Klohn Crippen Berger (KCB) conducts itself according to applicable laws, our Core Values and our Code of Business Conduct and Ethics (Code). KCB employees are required to become familiar with our company charter, our Code, quality management, health & safety systems, and company policies upon commencement of work.

### Business Conduct

KCB employees will conduct themselves ethically, honestly, and objectively when dealing with other employees, clients, suppliers, competitors, and the public. KCB employees must also be alert to, and avoid situations that could cause a client, supplier, or competitor to violate their own standards of conduct.

KCB employees must comply with all applicable statutes, regulations, and bylaws of the government in the area in which they are working. Where KCB employees have professional designations, their professional codes of conduct may have force of law wherein violations can result in fines or loss of license to practice.

### Ethics

KCB's success depends upon the integrity of our employees, the quality of our services, and the trust and confidence of the people with whom we work. We conduct our business ethically and reinforce this expectation in our Code of Business Conduct and Ethics for employees, subconsultants, subcontractors and suppliers.

Employees, as well as the general public are able to report issues of concern confidentially through our independent third-party service.

### Adherence to the Code

KCB has appointed an Ethics Officer to monitor adherence to this Code. As a condition of employment, all employees are expected to be familiar with and follow this Code. This acceptance will be confirmed annually through mandatory training programs or at intervals set by the Ethics Officer.