



CODE OF BUSINESS CONDUCT

This Code of Business Conduct sets forth basic principles for business conduct of Morley and its associates.

HUMAN RIGHTS

Morley will respect the human rights of its associates and treat them fairly in accordance with all applicable laws.

NO FORCED OR COMPULSORY LABOR

Morley will not use forced or involuntary labor, including prison labor, indentured labor, bonded labor or slave labor.

NO HARASSMENT OR ABUSE OF LABOR

Morley will not subject its associates to psychological, verbal, sexual or physical harassment, or any other form of abuse, and will comply with all applicable laws regarding harassment and abuse.

NO CHILD LABOR

Morley will comply with all applicable child labor laws.

NO DISCRIMINATION

Morley will not discriminate in any condition of employment on the basis of race, color, national origin, sex, religion, age, disability, or any other personal characteristic unrelated to job performance, and will comply with all applicable employment discrimination laws.

APPROPRIATE WORK HOURS, WAGES & BENEFITS

Morley will comply with all applicable laws on work hours and overtime, as well as all applicable laws on wages and benefits.

ENVIRONMENT, HEALTH & SAFETY

Morley's commitment to sustainability includes efficient use of resources, respect for the environment, and safe and healthy workplaces. Morley strives to continuously improve its environmental, health and safety performance.

- › **Respect the Environment:** Morley will have systems in place to ensure safe management of resources, waste and any discharges, while minimizing the use of nonrenewable resources and the environmental impact of its operations. Morley will comply with applicable environmental laws.
- › **Protect Health & Safety:** Morley will provide a safe and healthy workplace for its associates, including appropriate controls, training, work procedures and personal protective equipment if necessary. Morley will comply with all applicable workplace health and safety laws.

ETHICS & LEGAL REQUIREMENTS

All business must be conducted ethically and in compliance with the law.

AVOID CONFLICTS OF INTEREST

Morley associates will avoid any interaction that may conflict, or appear to conflict, with that associate acting in the best interests of Morley.

NO BRIBERY

Morley will not engage in any form of commercial bribery or otherwise offer any incentive in order to obtain or retain business. Morley will also comply with the U.S. Foreign Corrupt Practices Act and all other local or otherwise applicable laws dealing with the bribery of government officials.

FAIR COMPETITION

Morley will comply with all applicable laws regarding fair competition and antitrust.

PROTECT INFORMATION

Morley will protect confidential information and act to prevent its misuse, theft, fraud or improper disclosure. Morley will take all due care in handling, discussing or transmitting sensitive or confidential information that could affect a company, its associates, its customers, the business community or the general public.

FRAUD, WASTE & ABUSE

Morley has measures in place to detect and will report instances of fraud, waste and abuse of which it becomes aware.

COMPLIANCE

In addition to the legal standards mentioned in this Code, Morley will comply with all other applicable laws in the provision of products or services.