

CONIFER AREA CHAMBER OF COMMERCE CHAMBER MEMBER CODE OF CONDUCT

The purpose of this Conifer Area Chamber of Commerce Member Code of Conduct is to provide our members with guiding principles of good and acceptable expected behavior in all of their business transactions and with all of their stakeholders.

The Conifer Area Chamber of Commerce ("**Chamber**") recognizes that some of its members (each a "**Chamber Member**" and collectively "**Chamber Members**") already have codes of conduct that are specific to their organizations and to which their employees must abide. The Chamber views that its Code is aligned to those company-specific codes that already exist, and encourages its other members to undertake the initiative of establishing codes of conduct for their own workplace.

In general, Chamber Members shall:

- at all times abide by federal laws, state and local laws both in letter and spirit;
- never knowingly assist any third party in violating any law;
- behave ethically in all business transactions;
- enhance the reputation, profile and status of and faithfully represent and support the Chamber in delivering on its mission to the broader business community; and
- abide by the Chamber Bylaws, a copy of which will be provided upon request.

With respect to Employees, Chamber Members shall:

- foster and provide a respectful, non-discriminatory, safe and harassment-free workplace as required by law;
- respect the practice of good industrial relations.

With respect to Customers, Chamber Members shall:

- provide all customers with appropriate remedies for addressing customer dissatisfaction, and observe and uphold the provisions of consumer protection laws;

With respect to Vendors and Business Partners, Chamber Members shall:

- ensure that business activities are free from coercion, vexatious or frivolous litigation, thus promoting fair competition;
- seek, encourage and conduct business with suppliers who act in a manner consistent with our Code and with ethical business principles.

With respect to the Community, Chamber Members shall:

- strive to be a trusted corporate citizen, play an active role in the community and demonstrate corporate social responsibility;
- support any public policies and practices that promote harmony between business and other segments of society;
- promote and stimulate sustainable development;
- embrace measures that promote the advancement of the community through educational, cultural environmental and other similar initiatives.
- reduce the environmental and health impact of our operations through the responsible use of natural resources, conservation practices and the reduction of waste and emissions;

Enforcement of the Code

All Chamber Members will receive this Code upon becoming Chamber Members or upon renewal of their Chamber membership, as applicable. Failure to comply with the professional and personal obligations of the Chamber as outlined herein may result in termination of a Chamber Member's membership as provided in the Chamber Bylaws.

As per Membership Section 4c listed in the Chamber Bylaws:

Section 4. c) A member may be expelled by the Board of Directors with or without cause after thirty (30) days written notice provided that the member shall first have a hearing before the Board of Directors if requested in writing. A two-thirds (2/3) vote of the Board of Directors at any regular or special meeting shall be necessary to expel a member.