



KENTZY INTERNATIONAL, INC.®

At Kentzy International Inc., we are committed to conducting our business with the highest ethical standards, integrity, and professionalism. Our **Code of Ethics** serves as a cornerstone for our team members, outlining our dedication to be compliance with the laws and regulations, accountability as well as respect for individuals. By adhering to these principles, we aim to build long lasting, sustainable partnerships with our customers, partners, while supporting the communities.

Kentzy's Code of Ethics

We will comply with all applicable rules and regulations. If our team members are unsure, **we** will seek guidance to ensure that both the letter of the law and the spirit of the law are adhered to.

We will prioritize Safety, Quality and Integrity. **We** will not hesitate to voice concerns when either one of these values is at risk of compromise.

We will treat our colleagues with respect and acknowledge that harassment will not be tolerated under any circumstances.

We understand that Kentzy will meet proprietary information and will honor that trust that is given. **We** will take all the necessary steps to ensure that information is handled appropriately.

We will not hesitate to raise concerns regarding illegal, unlawful or unethical behavior through the appropriate channels or directly to management, whichever is applicable.

We will not retaliate against anyone who voices out their concerns when it comes to safety, quality and integrity.

By reviewing this document, I have read and understood the above code and will commit to this code of ethics as long as I remain a team member of Kentzy International, Inc.