

CHALLENGE INDUSTRIES, INC. STATEMENT OF ETHICAL CONDUCT

Ethical Attitude

We are committed to the highest ethical standards. We will exhibit those standards to our customers, the community, the agencies which fund us and the people we serve.

Conflicts of Interest

We will avoid pursuing personal gain in conflict with the interests of Challenge or the people we serve.

Abuse of Position and Harassment

We will maintain an environment that fosters respect for the dignity of all people. We will not tolerate using a position of authority to influence others to perform inappropriate acts.

Laws, Regulations and Policies

We will comply with all laws, rules and regulations that apply to us. We will comply with all relevant Challenge policies and procedures.

Use of Resources

We will use all property and other resources of Challenge for their intended purpose, for the good of the organization and the people we serve. We will not tolerate theft or misuse of property for personal purposes.

Protection of Confidential Information

We will respect all confidential information to which we are exposed and use it only for the purposes for which it is intended. We will protect Challenge's proprietary information and access to Challenge's facilities and computer system. We will protect the personal health information of the people we serve.

Reporting Violations

We will report violations of any law, regulation, Challenge policy or procedure to the appropriate party. We will not tolerate retaliation against any staff member who reports a violation.