

Business Ethics Policy



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CREDO

LogiCore believes in the true value of our employees and shall encourage a diversified culture to promote education, ideas, and professionalism. LogiCore is dedicated to our customers and is fully committed to upholding the utmost trust and service. We believe that as a principle of sound management, all business affairs be conducted with the spirit and intent of highest business ethics, honesty, and integrity between LogiCore, our employees, and our customers.

PURPOSE

LogiCore Team Members will maintain the highest ethical standards in the conduct of LogiCore affairs. The intent of this policy is that each Team Member will conduct LogiCore's business with integrity and comply with all applicable laws in a manner that excludes considerations of personal advantage or gain.

The following is a summary of LogiCore's policy with respect to (1) gifts, favors, entertainment and payments given to, or received by, LogiCore Team Members, (2) potential conflicts of interest and (3) other matters:

PROCEDURE

A. Gifts, Favors, and Payments by LogiCore: Gifts, favors, and payments may be given to others at LogiCore's expense, if they meet all of the following criteria:

1. They are consistent with accepted business practices;
2. They are of sufficiently limited value, generally not more than \$25.00, and in a form that will not be construed as a bribe or payoff;
3. They are not in violation of applicable law and generally accepted ethical standards; and
4. Public disclosure of the facts will not embarrass LogiCore.

Payments, commissions or other compensation to, or for, the benefit of associates of customers (or their family members) not required by written contract are contrary to LogiCore policy.

B. Gifts, Favors, Entertainment and Payments Received by LogiCore Team Members:

1. Team Members shall not seek or accept for themselves, or others, any gifts, favors, entertainment, or payments without a legitimate business purpose. Team Members shall not seek or accept personal loans (other than conventional loans at market rates from lending institutions) from any persons or business organizations that do, or seek to do, business with LogiCore, or is a competitor of LogiCore. In the application of this policy:
 - a. Team Members may accept for themselves and members of their families common courtesies usually associated with customary business practices. These include but are not limited to:
 - Lunch and/or dinner with vendors, sometimes including spouses, as long as the invitation is extended by the vendor.
 - Gifts of small value from vendors such as calendars, pens, pads, knives, etc.
 - Tickets to events (such as sports, arts, etc.) are acceptable if offered by the vendor and the vendor accompanies the Team Member to the event. These are not to be solicited by LogiCore team members and must be approved by in writing the appropriate LogiCore officer.
 - Overnight outings are acceptable under the condition that either individuals from other companies or the vendor representatives are in attendance. The Team Member must have prior written approval from the appropriate LogiCore officer.
 - The receipt of alcoholic beverages is discouraged.

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- Gifts of perishable items usually given during the holidays such as hams, cookies, nuts, etc., are acceptable.
 - b. A strict standard is expected with respect to gifts, services, discounts, entertainment or considerations of any kind from suppliers, generally not to exceed \$25.00 in value.
 - c. Day outings such as golf, fishing, and hunting are acceptable with prior written approval from the appropriate LogiCore official. The vendor representative must be in attendance and participation by the Team Member's family members is not acceptable.
 - Use of a vendor's facilities (vacation homes, etc.) by Team Members or families for personal use is prohibited. In the event the vendor representative is present for the duration of the visit, such a situation is acceptable as long as it is only once per year and for limited duration, i.e. a long weekend. The Team Member must have prior written approval from the appropriate LogiCore officer.
 - d. It is never permissible to accept a gift in cash or a cash equivalent (such as stocks) or any other forms of marketable securities of any amount.
2. Management Team Members should not accept gifts from those under their supervision of more than limited value, generally not to exceed \$25.00.

C. Conflicts of Interest:

Team Members should avoid any situation which involves, or may involve, a conflict between their personal interest and the interest of LogiCore. As in all other facets of their duties, Team Members dealing with customers, suppliers, contractors, competitors or any person doing or seeking to do business with LogiCore are to act in the best interest of LogiCore. Each Team Member shall make prompt and full disclosure in writing to their manager of any potential situation which may involve a conflict of interest. Such conflicts include, but are not limited to:

1. Ownership by a Team Member, or by a member of their family, of a significant interest in any outside enterprise which does or seeks to do business with or is a competitor of LogiCore. Exceptions to this can be approved by the Chief Executive Officer of LogiCore.
2. Serving as a director, officer, partner, consultant, or in a managerial or technical capacity with an outside enterprise which does or is seeking to do business with, or is a competitor of LogiCore. Exceptions to this can be approved by the Chief Executive Officer of LogiCore.
3. Acting as a broker, finder, go-between or otherwise for the benefit of a third party in transactions involving or potentially involving LogiCore or its interests. Exceptions to this can be approved by the Chief Executive Officer of LogiCore.
4. Any other arrangements or circumstances, including family or other personal relationships, which might dissuade the Team Member from acting in the best interest of LogiCore. Exceptions to this can be approved by the Chief Executive Officer of LogiCore.

D. Confidential Information:

The revelation or use of any confidential product information, data on decisions, plans, or any other information which might be contrary to the interest of LogiCore without prior written authorization, is prohibited. The misuse, unauthorized access to, or mishandling of confidential information (particularly personnel information) is strictly prohibited and will subject a Team Member to the Discipline Policy up to and including immediate termination.

E. Compliance:

Any violation of this policy will subject the team member to disciplinary action or immediate discharge. Any LogiCore Team Member having knowledge of any violation of the policy shall promptly report such violation to the appropriate level of management. Each Program, Project, or Contract Manager is responsible for compliance in their area of responsibility. In the event that program, project, or contract policy is more stringent than LogiCore policy then program, project, or contract policy will always prevail.

When questions arise concerning any aspect of this policy, contact the Chief Operating Officer or the Human Resources Department.

LogiCore Corporation

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