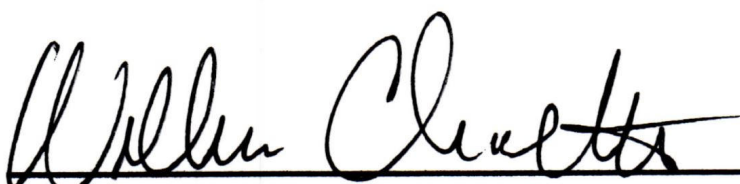


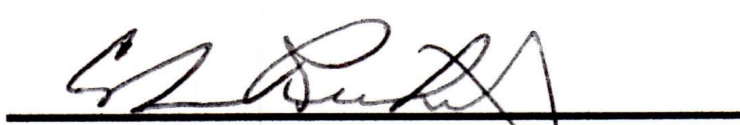
Business & Ethics Policies

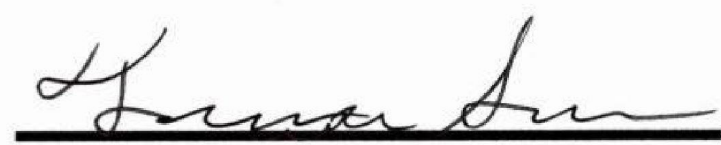
It is the desire and policy of MIN-E-CON LLC (MEC), partners and stakeholders, that its employees and management shall uphold the highest standards of ethical, and professional behavior. Therefore, all members of the organization are asked to commit to following policies:

- ✓ Always adhere to the methods, procedures and policies adopted or implemented by MEC.
- ✓ As an employee or member of MEC, conduct organizational or operational duties with a positive attitude and leadership, which may be exemplified by open communication, creativity, and dedication.
- ✓ Avoid any activity or conduct that may conflict with or undermine their duties or responsibilities with MEC.
- ✓ Comply with all applicable laws and regulations relevant to any involvement with government agencies or representatives and participation in government contracts.
- ✓ Do not engage in any form of deception, bribery, corruption, extortion, embezzlement, kickback, or money laundering.
- ✓ Engage in carrying out the MEC mission, policies, and quality objectives in a professional manner.
- ✓ In the performance of their professional duties hold paramount the health, safety, and welfare other employees, MEC members and the greater public.
- ✓ Recognize, always, that the chief function of MEC is to serve the best interests of its employees, customers, and members.
- ✓ Respect and protect privileged information of MEC employees and members, which they have access in the course of their official duties.
- ✓ Respect the structure and responsibilities of the MEC managing members, by providing them with advice and facts as a basis for their making policy decisions.
- ✓ Strive for personal and professional improvement and encourage the professional developments of others.
- ✓ Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age, or national origin.


William Charette, General Manager


Karyn Finch, Sales Manager


Catherine Richards, Administrative
Manager


Francisco Salas, Quality
Manager