

GOOD NEWS . . .

You do not need to memorize the Employee Code of Ethics & Conduct yet you do need to know 4 things



- 1) We have a Code of Ethics & Conduct
- 2) It applies to everything you do
- 3) You should keep it close
- 4) Know when to use it



The Code is . . .

- Standards of behavior in alignment with CRISTA's values
- A resource when faced with difficult ethical situations
- Guidance for raising concerns

If you have an ethics or compliance question or concern, connect with your supervisor or legal@crista.net

As always, CRISTA relies on you to use good judgment (“Do the right thing”) and to seek help when you need it.



When to use the Employee Code of Ethics & Conduct

- If you need additional resources to answer a difficult or sensitive ethics or compliance question
- To report an ethics or compliance concern
- To know if your day-to-day decision making is in alignment with CRISTA's values
- To demonstrate to others CRISTA's commitment to integrity and ethical business practices

“He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” -- Micah 6:8 (NIV)
