



Code of Ethics and Professional Conduct

All Finity employees are expected to uphold high standards of ethics, integrity, honesty, professionalism, and respect. Treating one another with respect is a core expectation across the organization.

Managers and supervisors are responsible for fostering a respectful, inclusive environment where employees can do their best work.

Finity recognizes that employees' off-duty activities are personal. However, behavior outside of work that affects Finity's business, reputation, employees, or client relationships may still be subject to company policies and disciplinary action.

Failure to meet these standards, or to follow company policies, may result in disciplinary action up to and including termination. Repeated violations may lead to increased disciplinary measures.

If you become aware of conduct that may violate company policy or these standards, you are encouraged to report it to Human Resources, a member of management, or through FELIX, Finity's confidential reporting tool.

Speak up safely. Finity prohibits retaliation or intimidation against anyone who reports a concern in good faith.

For more detail, please refer to the Employee Handbook.