



Code of Ethics and Business Conduct

Company Vision:

“To develop an innovative and simplified system delivering RO/DI Water & Ultrasonic Humidification in a manner that continually exceeds the expectations of our customers.”

Values:

Integrity: Providing a superior customer experience with quality, ethics, and professionalism is a top priority.

Teamwork: We strive to work in unison with one another.

Learning: We are constantly learning and listening. We strive for excellence and humble ourselves when correction is needed.

Honesty: It is not just a policy, it's a culture.

Innovation: We search for ways to make our product offerings more efficient and be better servants of natural resources.

Stewardship: taking care of the role entrusted to you, delivering results with excellence in mind.

Core Values:

- Choose relationships over profit
- We value lessons learned; honest failures are learning opportunities to become better servants to other employees and our customers
- We learn from one another and empower each other “WE ARE ONE”
- Each of us plays an integral role in UltraPure Systems; we respect one another’s work and commitment to excellence.
- We lean heavily on our strengths and use grace in our weaknesses
- We praise out loud and correct in private
- We seek first to understand others before trying to be understood
- Think outside the box – always question the status quo

Built Trust and Credibility

The success of our business is dependent on the trust and confidence we earn from our employees, customers, and vendors. We gain credibility by adhering to our



commitment of exceeding the expectations of our customers. Displaying honesty and integrity and reaching company goals solely through honorable conduct. Our proof is in our actions and culture, ultimately, we will be judged on what we do.

Respect Trust and Credibility

We all deserve to work in an environment where our talent shines through in our workmanship and deliverables. UltraPure is committed to creating such an environment because it brings out the best potential in each of us, which in turn contributes to our success.

UltraPure is an equal employment/affirmative action employer and is committed to providing a workplace free of all types of discrimination and abusive, offensive, or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to the company's owner.

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Seek out insights from employees with different experiences, perspectives, and backgrounds.
- Be open-minded and listen when given constructive feedback regarding others' perceptions of your conduct.
- Foster teamwork and employee participation and encourage the representation of different perspectives.

Create a Culture of Open & Honest Communication

At UltraPure, everyone should feel comfortable speaking their minds, particularly regarding ethical concerns. Managers have a responsibility to create an open and supportive environment where employees feel comfortable raising such concerns. We all benefit when we exercise power to create excellence. Questions are encouraged, and we learn from one another.

UltraPure will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against employees who raise genuine concerns in good faith.

To ensure code compliance, managers must be responsible for promptly addressing ethical questions or concerns raised by employees and for taking appropriate steps to address them. Managers should not consider employees' ethical concerns as



threats or challenges to their authority, but rather as another encouraged form of business communication.

Upholding the Law

UltraPure Systems is committed to integrity and begins with complying with the law, rules, and regulations. Each of us must understand the company policies, laws, rules, and regulations that apply to a specific role. If we are unsure whether a contemplated action is permitted by the law or UltraPure Systems policy, we seek the advice of our superior and/or manager. Each one is responsible for preventing violations of the law by speaking if we see a possible violation.

Proprietary

We must respect the property rights of others. We will not acquire or potentially seek others' intellectual property or a competitor's trade secrets, or proprietary or confidential information. We will not engage in the unauthorized use, copying, distribution, or alteration of software or other property owned by others.

Competition

We are dedicated to ethical, fair, and vigorous competition. We will sell UltraPure products and water purification systems based on their merits and patented design, offering superior quality, functionality, and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities in connection with the purchase of our water purification systems & ultrasonic humidification, nor will we engage or assist in unlawful boycotts of customers.

Conflict of Interest

We must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. At times, we may face situations in which the business actions we take on behalf of UltraPure Systems conflict with our personal or family interests. We owe the duty to UltraPure Systems to advance its legitimate interests when this opportunity arises. We must never use UltraPure Systems property or information for personal gain or personally take for ourselves any opportunity that is discovered through our position with UltraPure Systems

Determining whether a conflict of interest exists is not always easy to do. Employees with a conflict-of-interest question should seek advice from a manager. Before



engaging in any activity, transaction, or relationship that might give rise to a conflict of interest must seek review from their manager.

Meals, Refreshments, and Entertainment

We may accept occasional meals, refreshments, entertainment, and similar business courtesies that are shared with the person who has offered to pay for the meal or entertainment, provided that:

- They are not inappropriately lavish or excessive
- The courtesy does not create the appearance of an attempt to influence business decisions, such as accepting courtesies or entertainment from a supplier whose contract is expiring in the near future.
- The employee accepting the business courtesy would not feel uncomfortable discussing the courtesy with his or her manager or co-worker or having the courtesies known by the public.

Gifts

Employees may accept unsolicited gifts, other than money, that conform to the reasonable ethical practices of the marketplace, including:

- Pens, mugs, caps, t-shirts, or other novelty advertising or promotional items.

Accurate Public Disclosures

We will ensure that all disclosures in financial reports and public documents are full, fair, accurate, timely, and understandable. The obligation applies to all employees responsible for preparing such reports, including drafting, reviewing, and signing or certifying the information contained therein. No business goal is ever an excuse for misrepresenting facts or falsifying records.

Record Keeping

We create and digitally retain company data as part of our normal course of business, in compliance with all UltraPure Systems policies and guidelines, as well as all applicable regulatory and legal requirements. All company records must be true, accurate, and complete, and company data must be promptly and accurately entered into our sales portal in accordance with UltraPure Systems and other applicable accounting practices. We must not improperly influence, manipulate, or mislead any unauthorized audit, nor interfere with any auditor engaged to perform an internal independent audit of UltraPure Systems books, records processes or internal controls.



Accountability

Each of us is responsible for knowing and adhering to the values and standards set forth in this Code and for raising questions if we are uncertain about company policy. If we are concerned whether the standards are being met or are aware of violations of the Code, we must contact a manager immediately. UltraPure Systems takes the standards set forth in the Code seriously, and violations are grounds for disciplinary action, up to and including termination of employment.

Confidentiality and Proprietary Information

Integral of UltraPure Systems' business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers, and other business partners. Confidential and proprietary information includes trade secrets, pricing, financial data, customer names and addresses, and nonpublic information about other companies, including current or potential suppliers and vendors. We will not disclose confidential and non-public information without a valid business purpose or proper authorization.

Use of Company Resources

Company Resources, including time, material, equipment, and information, are provided for company use only. Nonetheless, occasional personal use is permissible if it does not affect job performance or disrupt the workplace.

In order to protect the interests of UltraPure Systems network and our fellow employees, UltraPure Systems reserves the right to monitor and review all data and information on an employee's company-issued computer, an electronic device(s), and use of the internet. We will not tolerate the use of UltraPure Systems resources to create access, store, print, solicit, or send any materials that are harassing, abusive, sexually explicit, or otherwise offensive or inappropriate.

HR Manager:

Janna Crawford

