

CODE OF CONDUCT AND ETHICS

TAS-CO Thompson and Sons believes in conducting all business activities with integrity, fairness, and a responsibility to uphold the highest principles in regards to social and economic development. This code of ethics and conduct provides a broad outline for all employees individually and as a whole to strengthen, follow, and ensure ethical and responsible behaviors and values.

This code of ethics and conduct will succinctly cover the following aspects:

- Health and Safety Policies
- Conflict of Interest
- Anti-Harassment Policy
- Diversity and Equality
- Human Rights
- Social Responsibility
- Confidentiality and Privacy
- Environmental Responsibility
- Anti-Corruption
- Quality of Products and Services

HEALTH AND SAFETY POLICIES

TASCO is committed to providing a safe and healthy work environment for all employees. Safety and health issues will be addressed by assessment of work methods, equipment, and facilities.

Safety training and programs are provided to create an awareness of all work place hazards and to demonstrate the proper use of equipment and personal protective equipment to protect the employee where engineering changes have not been effective or possible. Employees are trained to notify their supervisor if they encounter a situation where he or she feels a safety or health risk exists.

TASCO values the safety and health of every employee and visitor to the facility and will continue to improve the safety management system, work practices and environments to better control and reduce hazards and risks. Every employee is encouraged to actively participate in all areas of safety.

CONFLICT OF INTEREST

TASCO expects all employees to conduct business according to the highest ethical standards of conduct. Employees are expected to devote their best efforts to the interests of the company and any business dealings that appear to create a conflict between the interests of the company and the employee are unacceptable. The employee must disclose any possible conflict of interest immediately.

ANTI-HARASSMENT POLICY

TASCO does not tolerate any kind of harassment in the workplace and complies with all federal, state, and local discrimination statutes. Employees are forbidden to discriminate in word or action, either directly or indirectly, against a fellow employee, applicant, or visitor on the basis of race, color, religion, sex, language, national origin, religion, genetics, age, marital status, veteran status, disability, or any other personal and/or social condition or circumstance.

Employees who are guilty of violating the provisions of this policy will be dealt with in relation to the seriousness of the offense, up to and including dismissal. No officer, manager, supervisor, employee, or other agent of TASCO has authority to violate this policy and engage in harassment. No adverse action will be taken against any employee who uses this policy to complain of harassment or bring harassment to the attention of TASCO.

DIVERSITY AND EQUALITY AND HUMAN RIGHTS

TASCO's continued success depends upon the full and effective utilization of qualified employees, regardless of race, color, religion, sex, language, national origin, religion, genetics, age, marital status, veteran status, disability, or any other personal and/or social condition or circumstance. As an equal opportunity employer, TASCO has an obligation to hire, develop, and retain the best people available based on their job-related qualifications. TASCO will continue to direct employment and personnel practices toward ensuring true equal opportunity for everyone. TASCO intends that all matters related to hiring, training, compensation, benefits, promotions, layoffs, and re-call from layoffs, and all treatment on-the-job is free from discriminatory practice.

As defined by and enforced under applicable state and federal laws, Title VII of the Civil Rights Act of 1964 the Americans with Disabilities Act, and the Age Discrimination in Employment Act, the Equal Pay Act, and the state Fair Employment Practices Act, TASCO will provide equal opportunity employment for everyone. Likewise, any decision regarding recruitment, employment, placement, compensation, benefits, training, transfer, promotion, and dismissal of personnel, will be made without regard to race, color, religion, sex, language, national origin, religion, genetics, age, marital status, veteran status, disability, or any other personal and/or social condition or circumstance of the individual.

TASCO'S policy is to conduct business in a manner that supports, respects, and promotes human rights and the dignity of all. TASCO is committed to supporting the elimination of human rights violations such as child labor, human trafficking, and forced labor. This commitment includes upholding all local, state, and federal regulations in regards to social welfare.

SOCIAL RESPONSIBILITY

As a small business, TASCO has a strong commitment to maintaining the highest possible standards in all that we do. TASCO actively participates in activities that contribute to the community in which we operate. Activities include volunteerism, donations, and sponsorship opportunities. TASCO makes every effort to involve and encourage our employees in these social relationships.

CONFIDENTIALITY AND PRIVACY

Confidentiality is very important to TASCO therefore we encourage all employees to never disclose any business confidential information, non-public proprietary information, confidential financial data, trade secrets or marketing strategies.

Employees are not permitted to use any such information for any other persons or entity other than TASCO. All employees are responsible in ensuring that the confidentiality of all data is retained and in no circumstance is transferred to any outside person or party in the course of normal operations without any guidelines or approval from the management. Upon termination of employment, employees must return all materials to TASCO which contain any proprietary information.



TASCO is sensitive to the legitimate privacy rights of employees and every effort will be made to guarantee that workplace monitoring is done in an ethical, respectful and lawful manner.

ENVIRONMENTAL RESPONSIBILITY

It is TASCO's policy to assure the Environmental integrity of our processes and facilities at all times. TASCO is compliant with all applicable Federal, State and Local laws and regulations and monitors this program to assure compliance. Strict compliance with Health, Safety and Environmental standards is a key ingredient in the training, performance reviews and incentives of all employees. TASCO employs management systems specifically designed to prevent activities and/or conditions that pose a threat to human health, safety or the environment. These systems minimize risk and protect our employees and the community in which we operate by employing safe technologies and operating systems, as well as emergency preparedness.

TASCO strives to minimize the impact of our operations on the environment by minimizing the amount of water and ensuring the safe treatment and disposal of waste. TASCO communicates our commitment to Health, Safety and Environmental quality to our employees, vendors and customers and solicit input to meet our Health, Safety and Environmental goals. TASCO continuously seeks opportunities to improve the adherence to these principles.

ANTI-CORRUPTION

TASCO'S policy ensures that any dealings with suppliers or clients are never compromising the company's interests. Under no circumstances will employees receive or offer, either directly or indirectly, any illegal payment in any form that is intended to obtain uncompetitive favors for products or in which may influence any business decision. All employees are expected to conduct their business affairs in accordance with all applicable laws of the United States and observe the highest business standards and ethics.

QUALITY OF PRODUCTS AND SERVICES

TASCO is dedicated to quality as a way of life that is effectively understood, carried out, and maintained at all levels of the organization. TASCO strives to develop and maintain long-standing relationships with customers by providing quality products on time and at a competitive value. TASCO's goal is to become a marketing partner and extension of our customer's manufacturing efforts. To this end, TASCO is dedicated to quality systems that conform or exceed all of our customers' expectations. Open communication and integrity are an integral aspect in meeting these expectations in all our processes. A total commitment to continuous improvement is essential to all of our futures; its pursuit is the goal of each TASCO employee.