



ETHICS POLICY

Ethical Treatment of People

People are more important than money or material objects. All people deserve to be treated with dignity and respect. We will not take unethical advantage of anyone, within Kizano or external to the company for any reason.

Our employees will be treated with dignity and respect. Our employees are more than robots who produce profits; they are people with physical, mental, emotional and spiritual needs. They bring those needs into the workplace with them because they are inseparable. Many of our employees also have families; our employees and their families are inseparable. Our obligation for ethical treatment of our employees recognizes the holistic needs of the whole person.

We will provide fair and reasonable pay and benefits. We will not take unfair advantage of our employees or ask them to provide uncompensated services to the company or our clients.

Ethical Treatment of Our Environment

We will take all reasonable care to safeguard the environment. We will not extract more from the environment than is reasonably necessary for the production of goods and services. Our actions should result in a net gain for humanity.

Ethical Business Practices

We will conduct all business matters in a fair and ethical manner. We will not place profit ahead of ethical values. Kizano will treat other business concerns, including our competitors, in a fair and ethical manner.

Ethical Reporting of Information

Required reports to government and regulatory agencies will be accurate, honest and reliable with the best information available. Kizano will fully disclose information to the public that is in the public interest in a way that is in keeping with our overall values of ethical behavior. All Kizano employees and independent consultants are responsible for adhering to the above stated policies. Ethics violations should be reported; retaliation will not be taken against anyone who reports violations of our ethical standards.