

Impact CNC – Business Ethics Policy

1. Anti-Corruption and Anti-Money Laundering

Impact CNC prohibits all forms of bribery, corruption, and money laundering. Employees may not offer, give, request, or accept anything of value intended to improperly influence business decisions. All transactions must be legal and transparent.

2. Data Protection and Data Security

We safeguard confidential information, customer data, employee data, and proprietary business records. Unauthorized access, disclosure, or misuse of data is strictly prohibited.

3. Financial Responsibility (Accurate Records)

All business records must be accurate, complete, and maintained in accordance with legal and regulatory requirements. False or misleading entries are forbidden.

4. Disclosure of Information

Employees must protect confidential, proprietary, and customer information. Disclosure is permitted only when legally required or authorized by company leadership.

5. Fair Competition and Anti-Trust

Impact CNC adheres to all competition and anti-trust laws. Employees must not engage in price-fixing, bid-rigging, market allocation, or any practice that restricts fair competition.

6. Conflicts of Interest

Employees must avoid personal, financial, or family interests that conflict with the company's business. Any potential conflict must be disclosed to management.

7. Counterfeit Parts Prevention

We are committed to preventing counterfeit materials, tooling, and components from entering our supply chain or being used in production. Approved suppliers and validated materials are required.

8. Intellectual Property Protection

Employees must safeguard the company's intellectual property as well as that of our customers and partners. Unauthorized use, copying, or distribution is prohibited.

9. Export Controls and Economic Sanctions

Impact CNC complies with all export control regulations and sanctions laws. Employees must not transfer restricted technologies, goods, or information without proper authorization.

10. Whistleblowing and Protection Against Retaliation

Employees are encouraged to report suspected unethical behavior, violations of law, or breaches of this policy. Retaliation against individuals who raise concerns in good faith is strictly prohibited.

11. Business Ethics Training

Impact CNC provides ongoing ethics communication and awareness through training materials, internal communications, and policy distribution to ensure employees understand their responsibilities.