



### Business Principles

Apex International is a company that has respect for the environment, the people that work for us and the communities in which we operate and reside.

Key principles of our business practices are as follows:

1. **Honesty** - Being true to your word in business relationships within and outside the company
2. **Integrity** – Do what is right, above reproach in all we do
3. **Respect** - Treat others as we would want to be treated, culturally aware of our actions
4. **Compliance** - Strict adherence to laws and regulations

We work within these principles by strict adherence with the Foreign Corrupt Practices Act and other laws and regulations. We avoid activities that may result in influences upon our decisions and believe that one should only accept gifts and services in which we would and do personally reciprocate the associated party we are involved with in our business activities. Perceptions are as important as reality and one should consider how the activity will be viewed if it was published in social media around the world. When in doubt, the employee or contractor should seek guidance and counsel from their immediate supervisor. If the superior is in question, we encourage the individual to discuss with the superior's supervisor/manager.

Apex International values all business relationships within and outside the organization and expect our employees and contractors to have the same respect for the relationships they maintain and adhere to our key business practices principles.

A handwritten signature in blue ink, appearing to read "Thomas Maher".

**Thomas Maher**  
President & CEO

**Effective Date: January 1, 2017**  
**Update: May 1, 2022**