



Xyston Solutions, Inc Code of Business Conduct

The most fundamental commitment we make – to our customers, and to each other – is to always conduct ourselves in an ethical and honest manner. Integrity is one of our core values and the reason that our Code of Business Conduct is so important.

Commitment is bedrock in all aspects of our business. We have a commitment to our business, our clients, and to our community. We constantly strive for a concerted, genuine effort to produce the highest standards of performance and services in all aspects of our business operations.

William J. Safos
Director, Operations and Business Solutions



Introduction

The Xyston Mission – To provide our defense and private sector clients and partners with exceptional and professional services tailored to their exact needs.

The Xyston Vision- To be a recognized industry leader of upper echelon business development and consulting services for our private, public, and not-for-profit clients in all regions. In order to achieve this vision, each of us is responsible for protecting Xyston’s reputation as an ethical, reliable, and honest business.

This Code of Business Conduct sets out certain fundamental commitments we make to each other, to our customers, and to all who have a stake in the success of Xyston Solutions, Inc.

No Code of Business Conduct can provide rules that cover every scenario. This important document serves as a guide to our ethical commitments and leads us to ethical decisions that ultimately benefit Xyston’s leadership and employees, both present and future.

By keeping those commitments and making those decisions, we safeguard Xyston’s solid reputation. It is this reputation that enables us to deliver on our mission with the honesty and integrity our customers expect.

Our Commitment to Our Business

We are adamant about following the laws and regulations that relate to our business.

There are no shortcuts. We do not expose the business to fines or loss of reputation by failing to follow any rules, laws, or regulations that may apply to us.

We protect the company’s physical assets and intellectual property.

We are personally responsible for the proper use of the Company assets in our care and preventing their loss. This includes protecting ideas, research, inventions, and proprietary information.

We use electronic communications responsibly.

Electronic communication, including those on social media, should be professional, appropriate, and respectful. Although our systems are primarily for business, we may use these systems only occasionally for personal e-mail or Internet access, but we do not allow this use to be disruptive to the needs of the business. We do not use these systems to access or distribute obscene or offensive media.

We work to mitigate and avoid conflicts of interest.

When acting on behalf of Xyston Solutions, we put the company's interests ahead of our own personal gain. This means we do not allow our own interest or our family or other relationships to influence the decisions we make on behalf of the company. Conflicts of interest can undermine our business judgment, threaten our reputation, and expose the company to risk. We avoid conflicts of interest, and resolve them promptly if they arise, and we strive to avoid even the appearance of such conflicts.

We do not allow our business decisions to be influenced by gifts, favors, or hospitality from others. Accepting or offering gifts, favors, or entertainment can create a conflict, result in the appearance of a conflict, and, in some cases, violate the law.

Our Commitment to Our Clients

Our commitment to our clients is our bond.

We place a sincere and genuine value on our customers. We fairly represent our services to them. We believe in the "voice of the customer" and challenge ourselves to find new and creative ways to offer the best and effective solutions available to help our clients identify highest-value opportunities, addressing critical challenges, and to transform their enterprises.

Our customized approach combines deep insight into the dynamics of companies with close collaboration at all levels of the client's organization. We are committed to:

- Creating competitive advantage through unique solutions
- Building Capabilities for organizations

- Driving sustainable impact
- Succeeding together with dedication and trust

We earn and preserve their trust by treating them with honesty and integrity and in a professional, courteous manner. We deliver what we promise. We do not provide services that customers did not authorize nor want.

Our commitment to protecting the information that our clients entrust to us is paramount.

We are diligent in protecting our customer's sensitive, detailed information. We will use non-disclosure agreements (NDAs) when applicable. Any inappropriate use of confidential customer information violates our clients' trust and may also violate a law or regulation. Preserving our clients' trust by safeguarding their private data is essential to our reputation.

Our Commitment to Our Community

Supporting community activities.

We try to participate in activities to make our community a better place to live, work, and grow. We strengthen our community by providing jobs, donating our time and talents, and supporting local economic development initiatives that create economic opportunity. We are proud of this place we call home and continue to find ways to engage our neighbors and local businesses and partners.