



Ethics & Compliance Policy (Grey Matter Solutions., LLC)

Preamble

Grey Matter Solutions (GMS) is committed to conducting business with integrity, professionalism, and accountability. This Code of Conduct & Ethics outlines the principles that guide our actions and decision-making. It reflects our dedication to transparency and to maintaining the trust of our employees, clients, partners, and the public.

Our Commitment

GMS requires all employees, contractors, consultants, and business partners to uphold the highest ethical standards and comply with all applicable laws and regulations. Every individual representing GMS is expected to act responsibly, safeguard the company's reputation, and conduct business in a lawful and ethical manner.

Ethical Business Practices

All individuals associated with GMS are expected to:

- Act with honesty, integrity, and fairness
- Avoid conflicts of interest and disclose potential concerns promptly
- Protect company assets, confidential information, and intellectual property
- Maintain accurate, complete, and transparent business records
- Conduct business free from fraud, bribery, or unethical practices
- Engage with colleagues, clients, and partners in a professional and respectful manner



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Respectful & Inclusive Workplace

GMS is dedicated to fostering a work environment built on respect, dignity, and equal opportunity. We maintain a workplace free from harassment, discrimination, retaliation, or any form of inappropriate conduct. Diversity and inclusion are integral to our culture and success.

Reporting & Accountability

GMS encourages the reporting of any suspected violations of this Code or applicable laws through appropriate internal channels. Reports made in good faith will be treated seriously and handled confidentially to the extent possible. Retaliation against individuals who raise concerns is strictly prohibited.

Governance & Review

This Code of Conduct & Ethics is reviewed periodically to ensure alignment with evolving legal, regulatory, and business standards. Compliance with this Code is a condition of association with GMS and supports our ongoing commitment to ethical excellence.