

# United Launch Alliance Code Of Conduct

United Launch Alliance requires all employees to conduct their daily tasks with the goal of achieving the highest standards of ethical business conduct and in compliance of applicable law, company policy and procedures.

I will take personal ownership in creating and maintaining an environment with the goal of achieving the highest standards of business integrity. I will exhibit professional and appropriate conduct in the performance of my company responsibilities and at ULA Approved Functions. I will treat all with dignity and respect, including customers, suppliers, communities, and fellow employees.

I will not harass, discriminate, or retaliate against employees, and I will report all violations in accordance with CPS-123, Harassment Free Workplace.

I will not engage in conduct or activity which would call into question the company's reputation for honesty and integrity.

I will perform my daily tasks in compliance with applicable law and ULA Command Media.

- I am aware that ULA Command Media is accessible via a link to the Command Media Library on the *InsideULA* home page or via my manager.
- I will consult applicable ULA Command Media as necessary to perform my assigned tasks.
- I am aware that I have personnel available to me to provide guidance and clarification of policy requirements.

I will not intentionally make any false statement, orally or in writing, in connection with performance of my job or my participation in a company investigation.

I will not intentionally make, or cooperate in creation of, a false record in connection with performance of my job.

I will record my time worked at ULA completely and accurately.

I will follow all restrictions on use and disclosure of information. This includes following all requirements for protecting and disclosing United Launch Alliance, Third Party Proprietary and any other Non-Public information.

I will protect all company, customer, and supplier assets and use them as appropriate for business-related activities.

I will speak up and ensure action is taken when I see an unsafe condition or act. I will listen and take action if someone identifies my actions as unsafe.

I will not engage in any activity that might create a real or perceived conflict with the interests of ULA. I will contact the Ethics organization to seek guidance if I have a potential conflict of interest.

I will promptly report any violation of the foregoing requirements by any ULA employee, contract labor, consultant, or subcontractor to my manager, Human Resources, the Law Department or the Ethics organization.

I have read the United Launch Alliance Code of Conduct and I certify that:

- I understand the United Launch Alliance Code of Conduct.
- To the best of my knowledge, I am in compliance with the United Launch Alliance Code of Conduct.
- I will continue to comply with the United Launch Alliance Code of Conduct
- I have the responsibility to ask questions, seek guidance and report suspected violations of this Code of Conduct.

Employee Name (Print or Type)

EMP ID Number

Employee Signature

Date Signed