CODE OF CONDUCT

CKC Squadron Holding LLC

dba Squadron

Effective Date: April 25, 2026

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1. Introduction

CKC Squadron Holding LLC, doing business as Squadron ("the Company," "we," "us," or "our"), is committed to conducting business with honesty, integrity, and respect. This Code of Conduct (the "Code") outlines the standards of behavior expected of all employees, contractors, officers, and representatives of the Company (collectively, "Team Members").

This Code is not intended to cover every situation that may arise, but rather to provide a framework of principles to guide our decisions and conduct. When in doubt, Team Members are encouraged to consult with management.

2. Scope

This Code applies to all Team Members of the Company, regardless of position or length of service. It also extends to any third parties acting on behalf of the Company. All Team Members are expected to read, understand, and comply with this Code.

3. Core Values

Our conduct is guided by the following core values:

- **Integrity:** We act honestly and ethically in all business dealings.
- **Respect:** We treat everyone with dignity, courtesy, and fairness.
- **Accountability:** We take responsibility for our actions and decisions.
- **Excellence:** We strive for quality in our work and continuous improvement.
- **Teamwork:** We collaborate and support one another to achieve shared goals.

4. Professional Conduct

4.1 Respectful Workplace

The Company is committed to providing a workplace free from harassment, discrimination, bullying, and retaliation. We do not tolerate discrimination or harassment based on race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability, veteran status, or any other characteristic protected by applicable law.

4.2 Professional Behavior

Team Members are expected to:

- Communicate professionally and respectfully with coworkers, customers, vendors, and the public.
- Maintain a clean, safe, and productive work environment.
- Dress and present themselves appropriately for their role.

- Arrive on time and fulfill assigned duties diligently.

5. Compliance with Laws and Regulations

Team Members must comply with all applicable federal, state, and local laws and regulations. This includes, but is not limited to, laws governing employment, safety, taxation, data privacy, and fair business practices. Ignorance of the law is not an acceptable excuse for non-compliance.

6. Conflicts of Interest

Team Members must avoid situations in which personal interests could conflict, or appear to conflict, with the interests of the Company. Examples include:

- Outside employment or business activities that interfere with job duties or compete with the Company.
- Personal relationships with vendors, customers, or competitors that could influence business decisions.
- Accepting gifts, favors, or entertainment of more than nominal value from parties doing business with the Company.

Any actual or potential conflict of interest must be disclosed to management promptly.

7. Confidentiality and Protection of Company Information

Team Members are entrusted with confidential and proprietary information belonging to the Company, its customers, and its partners. Such information must not be disclosed to unauthorized parties, either during or after employment, except as required by law or with proper authorization. This includes customer data, financial records, business strategies, pricing, and personnel information.

8. Use of Company Assets

Company assets, including equipment, funds, technology, and facilities, are to be used for legitimate business purposes. Team Members are responsible for protecting Company assets from theft, loss, damage, or misuse. Limited personal use of Company resources may be permitted when it does not interfere with work responsibilities or Company operations.

9. Health and Safety

The Company is committed to providing a safe and healthy work environment. Team Members are expected to follow all safety policies and procedures, report unsafe conditions or incidents promptly, and refrain from working under the influence of alcohol, illegal drugs, or any substance that impairs performance.

10. Fair Dealing

Team Members must deal fairly with the Company’s customers, vendors, competitors, and fellow Team Members. No one should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

11. Social Media and External Communications

Team Members should use good judgment when posting about the Company on social media or in public forums. Do not share confidential information, speak on behalf of the Company without authorization, or post content that could harm the Company's reputation or its Team Members.

12. Reporting Violations

Team Members are encouraged to report any suspected violation of this Code, Company policy, or applicable law. Reports should be made to a supervisor, manager, or owner of the Company. All reports will be treated with appropriate confidentiality and investigated promptly.

The Company strictly prohibits retaliation against any Team Member who, in good faith, reports a concern or participates in an investigation.

13. Enforcement and Discipline

Violations of this Code may result in disciplinary action, up to and including termination of employment or engagement. In some cases, violations may also result in civil or criminal liability. The Company reserves the right to interpret, modify, or enforce this Code at its sole discretion.

14. Acknowledgment

This Code does not constitute an employment contract and does not alter the at-will nature of employment. The Company reserves the right to amend this Code at any time, with or without notice. By signing below, the Team Member acknowledges that they have received, read, and agree to abide by this Code of Conduct.

Team Member Signature

Printed Name

Date