



### **Ethics and Code of Conduct**

*At Cloudburst, we are committed to delivering the best service and value to our clients while maintaining the highest ethical standard. This commitment is our hallmark and is expressed by our Code of Conduct, which all Cloudburst employees and partners follow, and is embodied in the work we do every day.*

Michelle L. Hayes, President/ CEO

### **Statement of Company Values**

*The Cloudburst Group (Cloudburst) is a mission-driven, women-owned, small business focused on improving social, economic, and environmental resilience in the U.S. and across the globe. We have embraced a set of core values and established high ethical standards for the conduct of our business.*

Our core values are:

- Integrity – Doing the right thing at all times.
- Dependability – Being able to be trusted and relied upon.
- Excellence – Producing high-quality work.
- Equity – Making sure people of different races, colors, nationalities, genders, gender identities, sexual orientations, ages, and abilities are included in all aspects of our work.
- Innovation – Finding new and creative ways to solve challenges.

Cloudburst considers adherence to our company Ethics and Code of Conduct, as well as strict observance of all applicable U.S. and foreign laws and regulations, to be an ethical obligation for all persons and entities associated with Cloudburst.

Everyone associated with Cloudburst is expected to make this a personal commitment. This includes officers, employees, non-employees such as subcontractors, consultants, contract labor, suppliers, vendors, and anyone who represents the company in any capacity regardless of their position. Individuals are responsible for the integrity and consequences of any actions that they take on behalf of Cloudburst.

### **Valuing Cloudburst's Employees**

*At Cloudburst, we are committed to providing quality products and services that meet all contractual obligations and our own quality standards. The foundation of that commitment is built with a highly skilled group of professionals. We appreciate that our people are our greatest resource.*

- **Mutual Respect** - Conducting business in a manner that advances Cloudburst mission with respectful interactions, engagements, and communications with the expectation of reciprocity in return.
- **Equal Opportunity** - Cloudburst embraces equity through an inclusive work environment that fosters respect for all our coworkers, clients and business partners. We treat all employees and job applicants fairly. All decisions related to hiring and job promotion will be based on qualifications and job performance regardless of age, sex, color, race, religion, or any other classification protected by law.
- **Harassment and Workplace Violence** – Inclusion can only be achieved through appreciation of, and respect for, our differences. Therefore, all forms of harassment and violence in the workplace are unacceptable and will not be tolerated.
- **Workplace Health, Safety, and Security** – Employees owe a duty to themselves, their co-workers and our clients to detect and prevent potential health and safety hazards in their work environment. This includes in all locations where our employees work, either via remote means or onsite with clients, employees must always be aware of the security of their conversations, technology connections, and mobile devices, while traveling or working in public places.
- **Confidentiality of Employee Information** - Employee's personal information, especially around their health situations, is kept confidential with limited access only to those who need to know for human resources or benefits purposes.

### **Respecting Relationships with Customers, Government Officials, and Suppliers**

*We expect our customers to select us based on our quality, service and price. We conduct our business in a transparent way, and do not seek any improper influence. Our policies, procedures and practices are designed to prevent even the appearance of improper conduct and influence, and to reflect our reputation for impartiality and fair dealing.*

- **Gifts and Gratuities** - We respect the restrictions that our government customers have regarding business courtesies and want to avoid any actions that conflict with those restrictions. As a general rule, business courtesies such as gifts, entertainment, services or favors are prohibited from being offered to or accepted from any actual or potential government customer or representative. Also, no one associated with Cloudburst or members of his/her immediate family may solicit or accept gifts, payments or gratuities from our suppliers. Exceptions to this policy must be approved in writing by a company officer.
- **Procurement Integrity** – Cloudburst believes in fairly competing for government contracts. Other than as provided by law, we will not ask for bid, proposal or source selection information prior to the award of a Federal agency procurement contract to which the information relates.

- **Conflict of Interest** – As employees, partners, and agents of Cloudburst, we commit to acting in the company’s best interest. A conflict of interest arises when your personal activities, interests or relationships interfere, or appear to interfere, with your professional duties as an employee of Cloudburst or your ability to act in the best interest of Cloudburst. Even in circumstances where you do not receive personal benefit, the appearance of a conflict of interest may negatively affect your credibility.

Also, no person who is an employee, agent, consultant, officer, or elected or appointed official of Cloudburst and who exercises or has exercised any functions or responsibilities with respect to assisted activities, or who is in a position to participate in a decision making process or gain inside information with regard to such activities, may obtain a financial interest or benefit from the activity, or have an interest in any contract, subcontract, or agreement with respect thereto, or the proceeds thereunder, either for himself or herself or for those with whom he or she has immediate family or business ties, during his or her tenure or for one year thereafter. Immediate family ties include (whether by blood, marriage or adoption) the spouse, parent (including a stepparent), child (including a stepchild), brother, sister (including a stepbrother or stepsister), grandparent, grandchild, and in-laws of a covered person. Any interested individual must disclose the existence of any actual or potential conflict of interest and all material facts to Cloudburst’s Ethics Officer. For conflicts of this type, Cloudburst must report all potential conflicts to its government clients who can then either determine whether an actual conflict exists, and an exception applies.

A conflict of interest is not necessarily a Code violation, but not disclosing it is.

- **Organizational Conflict of Interest** - We will also remain alert to organizational conflicts of interest and other noncompetitive practices that may restrict or eliminate competition. Organizational conflicts of interest mean that because of relationships with other companies or our own previous work, Cloudburst would be unable to be impartial in conducting future work.
- **Fraud and False Statements** - Anyone acting on the company's behalf is strictly prohibited from circumventing the company’s system of internal controls or providing misleading information on company documents. All communications negotiating or performing a government contract must be truthful, accurate, and timely. Plagiarism is strictly prohibited.
- **Foreign Officials** - While working with foreign government officials, we will not promise, offer, or make any payments of money, products or services, either directly or indirectly, in exchange for or to induce favorable business treatment. Any questions about payments or fees associated with doing business in a foreign country must be directed to Cloudburst’s Ethics Officer.
- **Safeguarding Children** – If any of our work involves children, we will abide by the following core principles: (1) Ensure compliance with host country and local child welfare and protection legislation or international standards, whichever gives greater protection, and with U.S. law where applicable; (2) Prohibit all

personnel from engaging in child abuse, exploitation, or neglect; (3) Consider child safeguarding in project planning and implementation to determine potential risks to children that are associated with project activities and operations; (4) Apply measures to reduce the risk of child abuse, exploitation, or neglect, including, but not limited to, limiting unsupervised interactions with children; prohibiting exposure to pornography; complying with applicable laws, regulations or customs regarding the photographing, filming, or other image-generating activities of children; (5) Promote child-safe screen procedures for personnel, particularly personnel whose work brings them in direct contact with children. All personnel working on projects directly with children will be trained to recognize child abuse, exploitation, or neglect and are required to report all allegations of abuse to the Ethics Officer or a member of law enforcement. All allegations will be investigated, and appropriate action will be taken in response to the allegations, including, but not limited to, dismissal of personnel.

### **Honoring and Protecting Cloudburst's Resources**

*Cloudburst resources including time, property, information, and services should be used only for authorized business purposes.*

- **Time Charging** - Correct charging of time helps determine how employees are paid, customers are billed, costs are estimated for new work, contract costs are allocated, and performance is reported. Intentionally charging time to the wrong contract or account is mischarging and is prohibited. Expenses must be documented accurately, adequately, and submitted promptly.
- **Use of Communications Tools** - Property, especially electronic media, should never be used for purposes which are disruptive or considered offensive. Company property is subject to monitoring or search at any time. All electronic communications (email, posts, tweets) should be professional and in line with Cloudburst's values. When you participate on social media, do not state personal opinions on behalf of Cloudburst unless you are authorized to do so. Do not post anything that might constitute a threat, intimidation, harassment or bullying.
- **Proprietary Information** - Information is an asset as valuable as money. We do not seek information to which we are not entitled, especially sensitive procurement information, nor will we violate copyrights or licensing agreements. Company information may not be used for personal gain and proprietary information must be carefully handled and safeguarded.

### **Raising Concerns**

Unethical conduct by employees, subcontractors, consultants, partners or suppliers weakens Cloudburst's integrity and reputation in our ability to conduct work. Retaliation against anyone reporting a potential violation in good faith is strictly prohibited. Persons who are aware of possible violations are not to carry out an investigation on their own.

If anyone associated with Cloudburst is aware of a possible violation of our Code of Conduct, it must be reported immediately to Cloudburst's Ethics Officer, via email to [ethics@cloudburstgroup.com](mailto:ethics@cloudburstgroup.com), or directly to the contact information below:

Meggan Medina  
[meggan.medina@cloudburstgroup.com](mailto:meggan.medina@cloudburstgroup.com)  
(240) 582-3322 (office)  
(602) 550-4274 (cell)

Cloudburst's Ethics Officer will promptly and fairly review all reports regarding possible violations of the Code of Conduct and will maintain confidentiality to the extent possible. It is a violation of Cloudburst policy to withhold information, cover up an offense, or to change or destroy evidence. Cloudburst employees are expected to cooperate fully with an investigation of a possible violation, and to answer questions truthfully and to the best of their ability.

Anyone reporting a violation should keep all information related to the report confidential and not discuss it with anyone other than Cloudburst officials who may be involved in the investigation. Depending on the violation, in the case of employees, Cloudburst can take actions that range from verbal warnings to termination of employment. In the event of any other person or entity representing the company, actions could include removal of the person(s) from the contract work, or termination of a contract. Also, the type of violation could result in criminal or civil penalties. Final decisions regarding an appropriate course of action will be made separately in each case by the President of the company.

### **Conclusion**

Our business success and reputation for integrity depend on the actions of each of our employees and partners. All Cloudburst employees are trained on the Ethics and Code of Conduct and a copy is available on **One**Cloudburst. Cloudburst's partners are provided the Code in their contracts and it is available on our website. Be sure to read, understand and adhere to this Code as you carry out your daily activities. If you need any clarification or guidance on any point in the code, please contact the Ethics Officer for assistance.