



Standards of Conduct

This policy provides a brief summary of the standards of ethics and conduct which are at the foundation of the Mikkeller's business operations. Mikkeller expects its team members at all levels to adhere to these standards. We also hold our vendors, partners, collaborators, and customers to the same standards. Team members who violate these standards and related policies are subject to disciplinary action by the Company, up to and including termination of employment. Outside parties that violate our code of conduct will be asked to no longer continue business with our organization and will be barred from entering our premises or participating in events.

General Statement of Company Philosophy

One of a company's most valuable assets is a reputation of integrity. We intend to hold to a single high standard of integrity everywhere. We will obey the law. We will keep our word. We won't promise more than we can reasonably expect to deliver; nor will we make commitments we don't intend to keep. We will treat all people with dignity and respect. We have a zero-tolerance policy for discrimination or harassment. The reputation of our company is the sum of the ethics and integrity of the individuals who work here. Thus, we're all expected to adhere to high standards of personal integrity as we do our jobs every day.

Reporting Unethical Behavior

Team members and affiliates who witness behavior that is unethical or a violation of the company's Standards for Business and Code of Conduct should report the incident to our human resource's manager or any manager on duty.

Below list is meant to include examples of the types of unacceptable conduct. It is not intended to be an exhaustive list, and there are other forms of behavior that will be considered to be subject to discipline.

1. Harassment, discrimination or retaliation of another team member, customer or vendor.
2. Theft, deliberate or careless damage of any Mikkeller property or the property of any team member, customer or vendor.
3. Deliberate destruction of any Mikkeller property or the property of any team member, customer or vendor.
4. Removing or borrowing Mikkeller property without prior authorization.
5. Unauthorized use of Mikkeller equipment, time, materials, or facilities.
6. Provoking a fight or fighting during working hours on Mikkeller property.
7. Carrying firearms or any other dangerous weapons on Mikkeller premises at any time.

8. Engaging in criminal conduct whether or not related to job performance.
9. Causing, creating or participating in a disruption of any kind during working hours on Mikkeller property.
10. Violation of any safety, security or Mikkeller policies, rules or procedures.
11. Committing a fraudulent act or a breach of trust under any circumstances.
12. Violating the Drug Free Workplace Policy.
13. Unauthorized alteration of Company machinery or equipment.

NOTE: The Standards of Conduct policy is not intended to limit employees' rights to engage in activity protected by the National Labor Relations Act including, for example, communications involving wages, benefits or other terms and conditions of employment, nor to prohibit other protected concerted activities.