# Blue Rose Consulting Group Inc

## Code of Ethics and Business Conduct

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## DOCUMENT HISTORY

| Version | Date | Updates | Authorized By |
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| V1.0 | 01/22/2025 | Initial issue aligning handbook with 2025 COE&BE | Todd Weiler, CEO |
| V1.1 | 10/28/2025 | General review and logo update | David Savage |

## 1. STATEMENT OF CORE VALUES

### Mission

Our mission is to provide meaningful and impactful solutions at a cost that is reasonable, while helping the communities we serve and minimizing our impact on the earth.

### Vision

Solutions that make an impact from a company that minimizes its.

### Values

Leadership through Example, Integrity, Teamwork, Innovation, and Sustainability.

## 2. BUILD TRUST AND CREDIBILITY

The success of our business is dependent on the trust and confidence we gain from our employees, customers, and teaming partners. We gain credibility by adhering to our commitments, displaying honesty and integrity, and reaching company goals solely through honorable conduct. When considering any action, ask: ***Will this build trust and credibility for Blue Rose?***

## 3. RESPECT FOR THE INDIVIDUAL

We all deserve to work in an environment where we are treated with dignity and respect. Blue Rose is committed to providing a workplace free of discrimination and harassment and goes even farther. Blue Rose and its leaders are committed to DE&I in the workplace. We recognize the power that diversity brings to an organization. Diverse views and experiences make for better solutions and better company. Employees are expected to:

a) Treat others with respect.
b) Address and report inappropriate behavior.
c) Foster teamwork and diverse perspectives.

## 4. CREATE A CULTURE OF OPEN AND HONEST COMMUNICATION

At Blue Rose we encourage open communication, particularly on ethical concerns. Managers should create a supportive environment where employees feel safe raising questions. The company will investigate all reports of questionable behavior.

## 5. SET TONE AT THE TOP

In support of our core value, Leadership by Example, management must model ethical behavior and reinforce the importance of the Code of Conduct by their actions, addressing ethical concerns promptly.

## 6. UPHOLD THE LAW

Blue Rose is committed to operating in compliance with all applicable laws, rules, and regulations. Employees are responsible for understanding and adhering to the laws relevant to their roles.

## 7. COMPETITION

We are dedicated to fair competition and will sell Blue Rose Consulting Group, Inc.'s

services based on their merit. We avoid engaging in unlawful or unethical competition practices.

## 8. PROPRIETARY INFORMATION

We respect the property rights of others and will not engage in the unauthorized use of intellectual property or confidential information.

## 9. SELECTIVE DISCLOSURE

We are committed to protecting material nonpublic information about Blue Rose Consulting Group, Inc., and its operations, ensuring no selective disclosure of this information.

## 10. HEALTH AND SAFETY

Blue Rose Consulting Group, Inc. is dedicated to maintaining a safe working environment for all employees. Employees should follow all safety protocols and report any potential risks.

## 11. AVOID CONFLICTS OF INTEREST

We must avoid any activity or relationship that could impair our objectivity or create conflicts of interest with Blue Rose Consulting Group, Inc.

Examples include:

a) Outside employment, particularly with competitors or acting as a consultant to them.
b) Hiring family members or serving on boards of external organizations.
c) Having financial interests in competitors or suppliers.

## 12. GIFTS, GRATUITIES, AND BUSINESS COURTESIES

Blue Rose Consulting Group, Inc., avoids actions that could give the impression of improper business influence through gifts or courtesies.

**Accepting Business Courtesies**

Employees may accept modest gifts, provided they do not create the appearance of improper influence.

**Offering Business Courtesies**

Any gift or courtesy must align with industry practices and company policies.

## 13. SET METRICS AND REPORT RESULTS ACCURATELY

Employees are expected to provide accurate and timely public disclosures in compliance with Blue Rose Consulting Group Inc.'s policies. Examples include timekeeping on federal contracts, to ensure compliance with contractual and regulatory requirements.

## 14. PROMOTE SUBSTANCE OVER FORM

We must have the courage to tackle difficult decisions and make choices aligned with ethical conduct, even when legal compliance may suggest other options.

## 15. ACCOUNTABILITY

Employees are responsible for knowing and adhering to the standards in this Code. Any

violations should be reported to Operations.

## 16. BE LOYAL

**Confidential and Proprietary Information**
Employees must protect confidential company information and respect nonpublic information about clients and partners.

**Use of Company Resources**
Company resources are for business purposes, and personal use should be minimal. Employees are trusted to conserve company resources responsibly.

## 17. DATA PRIVACY AND PROTECTION

At Blue Rose Consulting Group, Inc., we recognize the importance of safeguarding personal data and maintaining trust. Employees must ensure that personal and confidential data is handled securely and used for legitimate business purposes only.

## 18. ENVIRONMENTAL SUSTAINABILITY

Blue Rose Consulting Group, Inc is committed to reducing its environmental footprint and supporting sustainable practices, including waste reduction and energy efficiency.

## 19. RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE (AI)

As we integrate AI into our operations, Blue Rose Consulting Group, Inc. ensures its use is ethical, transparent, and compliant with privacy standards, with human oversight in critical decisions.

## 20. SOCIAL MEDIA USAGE

Employees must ensure their social media activity reflects Blue Rose's values and integrity. Follow these guidelines for responsible posting:

- **Be Respectful**: Communicate professionally; avoid offensive or discriminatory content.
- **Protect Confidentiality**: Do not share company, employee, or client-sensitive information.
- **Be Transparent**: Disclose your affiliation with Blue Rose when discussing work-related topics.
- **Uphold Company Values**: Align posts with company standards and avoid content that could harm our reputation.
- **Do Not Speak on Behalf of the Company**: Only authorized individuals may make official statements.
- **Use Good Judgment**: Consider how your content may be perceived before posting.

## 21. MEDIA INQUIRIES

All media inquiries should be directed at Operations. Employees should not issue press releases or speak with the media without prior consultation.

For media inquiries, contact Operations@bluerose-consulting.com

## 22. DO THE RIGHT THING

Key questions to consider:

- Does this align with Blue Rose's values?
- Would I feel comfortable sharing this decision with others?
- Is this the right thing to do?

## 23. INFORMATION AND RESOURCES

For any inquiries or concerns, contact:

- **Chief Executive Officer**: Todd@bluerose-consulting.com
- **Chief Operations Officer**: Davids@bluerose-consulting.com
- **People or Business Operations:** Operations@bluerose-consulting.com
- **ADP Reporting:** ADP TotalSource's MyLife Advisor at 844-448-0325