

CODE OF CONDUCT

Subject: Code of Conduct

Date Effective: 6/1/2012

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Supersedes: 1/1/1995

Twin Rivers Technologies requires that all employees uphold the highest standard of integrity. The following Code of Conduct has been developed to communicate the Company's expectations of all employees; contract personnel, and associates. The purpose of this Code of Conduct is for employees, contractors and associates of Twin Rivers Technologies to maintain the highest level of professionalism. Violations of this Code of Conduct are serious and will be considered cause for disciplinary action which could include termination.

- Quality -** Strive to provide products and service of the highest quality.
- Integrity -** Exhibit standards of personal integrity and professionalism that reflect positively on your association with fellow employees, customers, suppliers, and others.
- Confidentiality -** Maintain strict confidentiality of customer, employee, and Company records and information.
- Conflict of Interest -** Avoid activities or influences that, compete with, or impair the performance of your duties or give the appearance of doing so.
- Compliance -** Conduct personal and business dealings in compliance with the letter, spirit, and intent of all relevant laws, regulations and policies.
- Objectivity -** Be fair and objective when making decisions.
- Honesty -** Be truthful to your fellow employees and customers.

The following types of behaviors, but not limited to, will not be tolerated while on Company property or while performing Company business:

- Damaging or defacing equipment.
- Being under the influence of alcohol or mind altering drugs.
- Harassment of any type towards a fellow employee(s).
- Abusive or threatening language.
- Physical abuse, fighting or horseplay.
- Stealing any Company products or property.
- Offensive graffiti.
- Falsifying Company or employee records or documents.
- Possessions of weapons or explosives.