



CODE OF ETHICS AND BUSINESS CONDUCT

INTRODUCTION TO CODE OF ETHICS

Global Mission Support Services ("GMSS" or the "Company") is an international provider of life & mission support services and solutions to companies, governments and organizations around the world. GMSS is committed to operating with integrity and the highest ethical standards. Our reputation is built on trust and the confidence of clients. Strong ethics and good business practice are an integral part of our vision to make and maintain GMSS as a respected and successful global company.

Our Code of Ethics and Business Conduct (the "GMSS Code", or "Code") seeks to ensure that the Company and its personnel behave ethically in all aspects of the business.

It achieves this through:

- Compliance with applicable laws and government and industry codes and regulations;
- Respect for the culture and views of the regions in which it operates;
- Openness and fair dealing with clients;
- Attention to safety, welfare and concern for its clients and its own personnel and a sense of responsibility for local communities;
- Training personnel at all levels in this ethical approach;
- Accountability, with procedures to identify, and address any breaches of this Code of Ethics and to respond to complaint from clients, personnel or third parties; and
- Provision for whistleblowing.

PRINCIPLES

GMSS will:

- Act with integrity and adhere to the highest standard of business ethics;
- Deliver the highest standard of service to its clients and maintain client confidentiality;
- Contract only with established legal entities and in accordance with relevant national and international legislation and international codes;
- Comply with international and local human rights and employment laws;
- Comply with requirements under the US Foreign and Corrupt Practices Act (FCPA), (ref 15 U.S.C. §§ 78dd-1, et seq.)
- Operate with full respect for the values, culture and religions of host states;
- Not condone discrimination or harassment of people for any reason;
- Not permit its personnel to commit any act which might prejudice the security, stability and wellbeing of local society or impact adversely on the local environment;

COMPLIANCE AND ETHICS

The Executive Leadership Team of the Company is responsible for laying down the Code of Ethics and Business Conduct and for ensuring that officers, employees and contracted personnel are familiar with and abide by the code. The Executive Leadership Team enforces the code in close co-operation with all levels of management.

DUE DILIGENCE

GMSS will carry out due diligence prior to entering into any contract for the provision of equipment or services to ensure that the contract complies with national and international laws, including laws in the country of delivery.

RELATIONSHIP WITH CLIENTS

GMSS' reputation is built on trust and the confidence of clients. GMSS offers solutions that are appropriate and suitable to the requirement and brings skill to bear commensurate with the task. GMSS seeks to offer the highest level of service to clients, and seeks and welcomes feedback from them on the quality of delivery. GMSS is committed to a high standard of confidentiality and takes appropriate steps to ensure the protection of client information and data.

RECRUITMENT AND VETTING

GMSS recognizes that its reputation rests largely on the quality of its personnel. Personnel are selected on the basis of objective criteria which allow for an effective evaluation of professional and moral qualities. While respecting privacy and data protection legislation, personnel are vetted to ensure that they do not have associations or interests or past records which might make them unsuitable for employment or might injure the professional reputation of GMSS, colleagues or clients.

INDUCTION AND TRAINING

GMSS ensures its personnel are recruited with the skills required for each assignment. Personnel receive supplementary training to enhance existing skills as necessary for the task and the local environment. Induction training covers health and safety, security of information and materiel, equal opportunities, gender and cultural awareness and the environment.

HEALTH, SAFETY & DUTY OF CARE

GMSS maintains a safe and healthy working environment in keeping with or exceeding local laws and regulations. GMSS seeks to ensure that all reasonable precautions are taken to protect staff from any risks and hazards in the work place, that safe working practices are followed and protective clothing and equipment provided commensurate with the operating environment.

ACCOUNTABILITY AND WHISTLEBLOWING

GMSS ensures its personnel and third parties can report unethical, unsafe or illegal activity without fear of retribution. GMSS does not tolerate fraud, or unethical behavior including the offer or receipt of payments, gifts or gratuities for business advantage.

Allegations of wrong-doing, or deficiency will be investigated and disciplinary action taken and/or reports submitted to the authorities if appropriate.

GMSS emphasizes in a series of policies that it operates to the highest ethical standards and particularly in regard to equal opportunities and duty of care towards employees and personnel, rejection of bribery and corruption protection of third party human rights and protection of the environment.

GMSS requires your co-operation in the maintenance of an enlightened, legal and crime-free business and encourages you to keep its management aware of matters that they may not be able to identify and address without your assistance.

The matters that you must report include concerns relating to any of the following;

- a) The commission or likely commission of a criminal offence;
- b) A failure or likely failure to comply with a law or legal obligation;
- c) The occurrence or likely occurrence of a miscarriage of justice;
- d) That the health and safety of any Personnel have been or are likely to be in danger; or
- e) The deliberate concealment of any of the above that ought otherwise to have been disclosed to the Company.

CONDUCT OF BUSINESS

GMSS expects its personnel, sub-contractors and agents (“representatives”) to act in an ethical and professional manner. Accordingly, the Company has adopted the following guidelines for ethical conduct in commercial dealings:

- a) Goods or services shall be purchased based on the basis of (i) quality, (ii) service and (iii) price.
- b) Representatives are required to disclose any conflict of interest immediately. For example, a conflict may arise when an employee (or relative of the employee) has a direct or indirect financial interest in, or receives benefits from, a company or firm that does business with or competes with the Company.
- c) Representatives and their relatives should not solicit or accept any gifts or gratuities from any business that sells goods or services to the Company, where the value of the gift or gratuity is over \$20.00 on an individual basis or \$50.00 throughout the year. Gifts, to include meals, cannot exceed \$50.00 from all aggregated sources on a calendar year.
- d) If a representative is offered a gift or gratuity as described above, or if a suggestion of such an offer is made, the representative will report the actual or suggested gift to the Finance Director of the Company.
- e) Similarly, no representative may offer any gift or gratuity to any current or prospective customer without advance permission from the Company's management.
- f) Personnel are forbidden from engaging in a personal relationship with a client, vendor or consultant to the Company, where the relationship may create the appearance of unethical conduct or of a conflict of interest.

SALES PRACTICE

Personnel will never knowingly misrepresent any product or service or the product or service of a competitor in order to gain advantage, nor will personnel exaggerate 'risk', or embellish an offering to a client in order to increase sales, but will always offer a cost effective and appropriate service commensurate with the professionally perceived degree of risk.

HUMAN RIGHTS

GMSS complies with local laws as well as international human rights law and international humanitarian laws. It provides training for personnel in these subjects and in the need to show respect for local populations and local religious and cultural practices in any region in which it operates. It is committed to equality of opportunity and does not condone discrimination or harassment on grounds of race, religion or gender. Breach of this commitment by personnel will render them subject to disciplinary action.

GMSS condemns the employment of child labor and trafficking in people, torture, other cruel, inhuman or degrading treatment or punishment, sexual exploitation and abuse or gender-based violence, slavery and forced labor and is committed to report abuse by any persons or organizations to the appropriate authorities.

You are required to respect the human rights and culture of, and fulfill humanitarian responsibilities towards, all those persons affected by your activities and those of the Company, whether those persons are colleagues, clients, suppliers, shareholders, or the population of the area in which your services are provided.

In particular you must:

- a) operate in accordance with this Code and thereby also with the principles of the ICoCA and any standard(s); including ANSI/ASIS PSC.1-2012, derived from the ICoCA;
- b) operate in accordance with applicable laws and regulations, and in accordance with corporate standards of business conduct made known to you by the Company;
- c) operate in a manner that recognizes and supports the rule of law; respects human rights, and protects the interests of your clients;
- d) report, and thereby assist in effectively addressing, adverse impacts on human rights;
- e) cooperate with national and international authorities exercising proper jurisdiction, in particular with regard to national and international investigations of violations of national and international criminal law, of violations of international humanitarian law, or of human rights abuses.

You may not act personally, or for any client or government in a manner that would be contrary to United Nations Security Council sanctions.

You may not participate in, encourage, or seek to benefit from any national or international crimes including but not limited to war crimes, crimes against humanity, genocide, torture, enforced disappearance, forced or compulsory labor, hostage-taking, sexual or gender-based violence, human trafficking, the trafficking of weapons or drugs, child labor or extrajudicial, summary or arbitrary executions.

You may not use contractual obligations, superior orders or exceptional circumstances such as an armed conflict or an imminent armed conflict, a threat to national or international security, internal political instability, or any other public emergency, as a justification for engaging in any of the conduct described above.

You will report, known or reasonable suspicion of the conduct described above to the Company, which will then pass on the report, with due regard for confidentiality, to the relevant government authorities of the country where the act took place, to the country of nationality of the victim, and to the country of nationality of the perpetrator.

You may not promise, offer, or give to any public official, directly or indirectly, anything of value for the public official himself or herself or another person or entity, in order that the public official act or refrain from acting in the exercise of his or her official duties if such inducement is illegal.

You may not solicit or accept, directly or indirectly, anything of value in exchange for not complying with national and international law and/or standards, or with the principles contained within this SCG Code, or the ICoCA.

You will treat all persons humanely and with respect for their dignity and privacy and will report any breach of this Code, or the ICoCA.

GOVERNMENT CLIENTS AND LOCAL UNREST

GMSS will not supply or maintain equipment to Governments where there is a strong possibility that such equipment may be used to breach or suppress human rights. GMSS will not act for individuals or countries or projects which would be in breach of sanctions adopted by the UN Security Council.

ENVIRONMENT

The Company considers its responsibility to preserve the natural environment to be of utmost importance and is committed to strict compliance with all laws and regulations governing pollution and other abuse of the environment. The Company consistently reviews its practices and has established programs for waste disposal, recycling and, considerate procurement and reduction in energy consumption.

The Company applies this policy to the way in which it relates to its clients and to the services it provides them. The Company will address allegations of environmental abuse laid against it by third parties and will not contract with clients blatantly abusing the environment.

INTRODUCTION TO CODE OF BUSINESS CONDUCT

GMSS recognizes that many of its personnel may be operating at a distance from Company offices. It therefore issues this Code of Ethics and Business Conduct to give personnel essential guidance on what is expected of them by way of personal conduct and what they may and may not do in the course of their duties. The Code is only one of a number of documents that impart advice, instructions and guidelines on how employees are expected to perform during their service with the Company.

The Code is in many ways a summary of the key behaviors and standards that the Company expects of employees for their actions will be compliant with Company ethics, industry best practice and pertinent regulations.

All of the content of this Code may be subject to revision from time to time as the Company reacts to changing environments, developing business and industry standards and national and international laws. Minor or general revisions to working practice may be announced informally by written or verbal advice.

The requirements laid out in this Code encourage you to perform to standards you would expect of your colleagues as much as yourself. Please study it with care and help us, together as a Company, to achieve as a team the levels of behavior our clients and the general public expect of us.

MANAGEMENT CULTURE

GMSS employs the services of experienced personnel and issues instructions through management. The Company has an 'open-door' approach to management, encouraging access and dialogue and has as few levels of management as are necessary to operate effectively. Your queries should, therefore, be dealt completely and without unnecessary or unreasonable delay.

You are asked, therefore, to comply with instructions reasonably given to you and to query instructions you do not understand or which you believe are incorrect or inappropriate. You should, in the first instance comply with instructions and, if you do not receive a satisfactory response to any query you raise with your immediate manager you should elevate the matter to Human Resources or to the Company's legal counsel.

PERSONAL CONDUCT

The Company requires that its employees and contractors perform to the high standards of personal and professional conduct necessary for its operations to succeed in challenging environments. You are therefore required to conform to high disciplinary standards and to comply with instructions given to you by your managers.

Standards expected of GMSS personnel require that you should not:

- a) Use inappropriate language where this may offend any other employee, contractor, visitor or client, nor make abusive or demeaning remarks relating to gender, race, religion, or local custom. If you do, by chance, then you must issue an immediate apology if offence is taken by any listening party;
- b) Make physical contact with any other employee, or any other person, which may cause offence to the other party or be considered poor taste by any other employee, contractor, visitor or client;
- c) Engage in any association or liaison with another person or persons which by its nature may compromise you or the Company in any way whatsoever.

Any breach of standards described may render you liable to disciplinary action.

Close relationships between personnel are not prohibited, but the Company will not accept any conduct that may prejudice the proper performance of either party, nor accept any ill-feeling within the office or field location or adverse effect on morale arising from such a situation.

CUSTOMS AND CULTURE

GMSS operates in varied environments and in support of efforts to maintain or improve regional stability and law and order. It therefore requires that its personnel respect the customs and culture of the peoples of these environments.

You should, therefore, and notwithstanding your own views and opinions:

- a) Be tolerant of different points of view, different cultural patterns and work habits, nationalities, religions and cultures.
- b) Avoid expressing personal, or political views, or to display overtly nationalist characteristics.
- c) Exercise restraint in personal dress and behavior consistent with maintaining a low profile.
- d) Decline to promote any political, religious or other cultural cause, and instead serve to provide improved safety, security and stability for the benefit of the host nation's peoples.
- e) Not denigrate the policies of your client or your government, or host government.

COMPLIANCE WITH THE LAW

GMSS requires that its personnel comply with host nation / local laws and international laws at all times and commits to co-operate with local, national and international authorities when its personnel are alleged to have broken these laws. You are required, therefore, to ensure you are aware of laws affecting the performance of your duties and to comply with them. Laws to be complied with include those relating to road traffic and use of vehicles, to currency dealings and financial obligations, to import and export of goods and to entry and departure into and out of that country. If you fail to comply with local, national or international law you may find yourself subject to disciplinary action as well as to prosecution by the relevant authorities.

BRIBERY & CORRUPTION

GMSS rejects bribery and corruption as ways by which to conduct business or to influence a business outcome. The Company complies with all applicable bribery & corruption laws and regulations, including the provisions of the US Foreign Corrupt Practices Act and the Company will co-operate with relevant authorities if it suspects its employees, contractors and/or suppliers or clients of bribery.

You should not offer or accept bribes while in the service of the Company. The definition of bribery and/or bribes and gifts is further detailed in the Foreign Corrupt Practices Act Policy. If you are in any doubt as to what constitutes bribery you should consult those documents and/or Company management.

CONFLICT OF INTEREST

You should not, during your service with GMSS, directly or indirectly engage or be concerned in any other business or employment of any kind whatsoever without prior notification to and permission from the Company. You should not, during your service with GMSS, engage in any activity that would be considered damaging or potentially damaging to the reputation of the Company or its clients.

CONFIDENTIALITY

GMSS provides discrete services to its clients. Their commercial information, including working practices, relationships, financial performance and business objectives are confidential and may not be disclosed to third parties.

You are required to treat all such information about the Company, your colleagues and Company's clients as strictly confidential and you may not, under any circumstances, disclose such information directly or indirectly to third parties or use it directly or indirectly for your personal gain. This includes publishing information on social networking sites or other web-based media. Relevant information includes policies,

instructions, procedures, manuals, technical data and software used by or acquired by the Company and its clients. You should do your utmost to protect Company and client information, in paper and electronic formats, including its safe and secure storage and its disposal by suitable means.

CORPORATE REPRESENTATION

GMSS owns and uses corporate logos, certain scripts, stationery and marketing materials in support of its business and these logos, designs and such like may only be used in pursuit of Company business. You may not use GMSS logos, scripts or designs for your own purposes or outside your duties with the Company, nor may you purport to be associated with GMSS for any purpose likely to bring discredit to GMSS, nor may you adopt an unofficial title or otherwise misrepresent your status with GMSS for any purpose.

COMPANY AND CLIENT PROPERTY

GMSS and/or its clients may issue you with clothing, protective equipment, communications, computerized equipment and peripherals, vehicles, accommodation and furnishings, cash and other items necessary for the effective performance of your services. You are required to take care of these items belonging to the Company or its clients and to protect them from physical damage and loss by any means. Failure to exercise adequate care of Company property, leading to its loss or damage, and including loss of Company information or data, may render you liable to disciplinary action including reasonable contribution or full cost adjustment towards replacement or repair of lost or damaged property.

FIREARMS AND AMMUNITION

You will not possess or use privately owned or unauthorized weapons or ammunition or those which would be illegal under any applicable law, nor will you engage in any illegal weapons transfers that are unlawful or contrary to UN sanctions and you will not alter weapons or ammunition in any way that contravenes applicable national or international law.

You will comply with all Company policies or procedures for management of weapons and ammunition, including those relating to:

- a) Secure storage;
- b) Controls over their issue;
- c) Records regarding to whom and when weapons are issued;
- d) Identification and accounting of all ammunition; and
- e) Verifiable and proper disposal.

MANAGEMENT OF MATERIEL OF WAR

You will neither possess nor use any materiel of war, e.g. hazardous materials and munitions, which are illegal under any applicable law and you will not engage in any illegal material transfers.

You will comply with all Company policies or procedures for management of materiel of war, e.g. hazardous materials and munitions, including:

- a) Secure storage;
- b) Controls over their issue;
- c) Records regarding to whom and when materials are issued; and
- d) Proper disposal procedures.

INCIDENT & ACCIDENT REPORTING

The Company requires that incidents/accidents involving Company personnel, including you, or involving any third party, where injury is caused, or where injury was narrowly avoided, are reported to management and to the Company in order that it can suitably react and prevent re-occurrence.

It is your responsibility, as much as it is the Company's responsibility, to do all that can be done to prevent accidents. Failure to report accidents or near misses is misconduct and renders you liable to disciplinary action.

The Company will prepare an incident report documenting any incident involving use of any weapon by its personnel, which includes the firing of weapons under any circumstance (except authorized training), any escalation of force, damage to equipment or injury to persons, attacks, criminal acts, traffic accidents, incidents involving other security forces, or such reporting as otherwise required by the client, and will conduct an internal inquiry in order to determine the following:

- a) Time and location of the incident;
- b) Identity and nationality of any persons involved including their addresses and other contact details;
- c) Injuries/damage sustained;
- d) Circumstances leading up to the incident including identification of root causes; and

- e) Any measures taken by the Company in response to the incident including any compensation and redress given to affected parties.

You will report to the Company through the designated manager any incident of a kind described above and you will co-operate with an inquiry held by the Company, or by any competent authorities.

SAFE AND HEALTHY WORKING ENVIRONMENT

The Company will strive to provide a safe and healthy working environment for you, recognizing the possible inherent dangers and limitations presented by the local environment and will ensure that reasonable precautions are taken to protect you and your colleagues in high-risk or life-threatening operations. These will include:

- a) Assessing risks of injury to you as well as the risks to the local population generated by Company activities;
- b) Providing appropriate induction training, including cultural and environmental awareness;
- c) Providing information, instruction and training regarding the personal protective equipment, weapons and ammunition, and medical support that will be employed as part of your safe system of work; and
- d) Adopting policies and standard operating procedures which support a safe and healthy working environment within the Company, such as policies which address psychological health, deter work-place violence, misconduct, alcohol and drug abuse, sexual harassment and other improper behavior.

You will do your utmost to safeguard your own health and security and that of your colleagues and clients, which will include you complying with all Company policies and procedures pertinent to health & safety and you will report without delay any avoidance or breach of such policies and procedures by your colleagues and any additional risk or omission identified by you in order that the Company may suitably address it.

PERSONAL SECURITY

The Company will take steps to ensure your personal safety and will give you such advice as it can to help you live and work in your designated environment, but there are measures you can take to minimize your exposure to the risks inherent in that environment.

You should not, therefore:

- a) Operate in hazardous areas without suitable briefing on the risks and exposure;
- b) Operate equipment or machinery without suitably briefing on its safe operation;
- c) Drive vehicles, or operate equipment and machinery without adequate rest, light and ventilation;
- d) Drive vehicles at speeds inconsistent with road and weather conditions;
- e) Visit or frequent crime or vice-ridden areas of towns, or bars, gambling clubs, or any other establishment likely to compromise your security and safety;
- f) Have dealings with persons or agencies of host governments or allied governments to a point where your safety or that of your colleagues and Company may be compromised or jeopardized;
- g) Have dealings with or relationships with any person or in any manner that might offend others or expose you to retaliatory action by third parties;

To minimize the risks to which you may be exposed you should:

- a) Maintain as low a profile as your role permits when on and off-duty;
- b) Be aware of the identity and locations of allied organizations, including police and hospitals and be knowledgeable of the Company contingency plan for the particular location or region.
- c) Plan your activities and make sure colleagues know of them, ensuring that your whereabouts and travel itinerary are known and that your progress through the itinerary is monitored.

- d) Follow medical advice given for your health and safety in any region you may be operating.
- e) Avoid discussing your work on internet websites, including social networking sites.
- f) Report to management your dealings with other parties or organizations.

USE OF EQUIPMENT AND VEHICLES

You may be required in pursuit of your role to operate electronic and mechanical equipment including communications, power generators, weapons and vehicles. You should only operate equipment and vehicles with which you are sufficiently familiar, have been trained to use and, if appropriate, are suitably licensed to operate.

You should operate Company and client equipment with diligence and with care for yourself, passengers and third parties and with regard to the proper maintenance and protection of these valuable assets.

If you operate or drive a vehicle belonging to the Company or its clients then you are wholly responsible for its proper use, so if you are not suitably trained to use it, or are not currently licensed to operate it, you may refuse to operate it and should notify your manager of the reasons for refusal without delay. Your failure to disclose insufficient training or licenses may invalidate insurance cover arranged by the Company for you and for itself.

You should at all times comply with host nation laws when operating equipment and vehicles and you will be subject to local jurisdiction if found to be in breach of those laws.

Operation of equipment and vehicles while under the influence of alcohol or other intoxicating substances is a breach of Company regulations and will render the offender liable to disciplinary action including summary dismissal.

Where ballistic or personal protective equipment is issued and required to be worn you should wear it. Likewise, if your vehicle is fitted with seat belts you must wear them unless the vehicle is stationary or unless there is a valid tactical reason (approved by management in writing) for not wearing a seat-belt. Your failure to use safety equipment issued to you may invalidate insurances arranged for your protection.

FIRE & EMERGENCIES

Every static location you are required to work in will have policies in place to prevent fire, sound an alarm, fight a fire if safe to do so, and to evacuate in the event of fire. Details of these policies and arrangements are published on location and should be explained to you.

If, for any reason, you are not briefed on fire drills, then you should seek information on the arrangements and a briefing to ensure that you can properly comply with local instructions and react appropriately in the event of fire breaking out.

You may expect also to be given additional briefing on actions to be taken to prevent, or respond to other emergencies including hostile action by criminals or terrorists and natural or environmental events and in the event that you believe you need additional advice on how to prepare for or respond to any risk you should advise your manager of your concerns.

PROHIBITION OF TORTURE OR OTHER CRUEL, INHUMAN OR DEGRADING TREATMENT OR

You may not at any time engage in torture or other cruel, inhuman or degrading treatment or punishment, whether of colleagues, detainees, or any member of the public.

Contractual obligations, superior orders or exceptional circumstances such as an armed conflict or an imminent armed conflict, a threat to national or international security, internal political instability, or any other public emergency, can never be a justification for engaging in torture or other cruel, inhuman or degrading treatment or punishment.

SEXUAL EXPLOITATION AND ABUSE OR GENDER-BASED VIOLENCE

You may not engage in or benefit from, sexual exploitation (including, for these purposes, prostitution) and abuse or gender-based violence or crimes, including rape, sexual harassment, or any other form of sexual abuse or violence.

HUMAN TRAFFICKING

You may not engage in trafficking in persons. The United Nations defines trafficking as:

- a) Recruitment, transportation, transfer, harboring or receipt of persons by means of the threat, use of force, coercion, abduction, fraud, deception, abuse or exploitation.
- b) Holding and/or transporting people against their will.
- c) Forcing people into servitude through violence and/or deception.
- d) Buying or selling human beings.
- e) Supporting the above by hiring forced prostitutes or patronizing forced labor establishments.

PROHIBITION OF SLAVERY, FORCED LABOR AND CHILD LABOR

You will respect the rights of children (anyone under the age of 18 years) to be protected from the worst forms of child labor, including:

- a) All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, forced or compulsory labor;
- b) The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- c) The use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs;
- d) Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

DISCRIMINATION

You may not discriminate on grounds of race, color, sex, religion, social origin, social status, indigenous status, disability, or sexual orientation in dealings with your colleagues, or the public or when hiring personnel for service with the Company and will select personnel solely on the basis of the inherent requirements of the role or client contract.

HARASSMENT

You will not yourself harass colleagues, or tolerate harassment and abuse of colleagues by your co-workers and you will report any such harassment to an appropriate manager.

ACKNOWLEDGEMENT

I confirm that I have been provided with a copy of the GMSS Code of Ethics and Business Conduct. I further confirm that I have read and understand the contents of this Code and commit to comply with it at all times while I remain in the service of GMSS. Non-compliance will be subject to disciplinary actions including termination. I shall inform GMSS immediately should anything in my past or present conduct contradict the content of the Code.

Signature:

Name:

Date:



GMSS

GLOBAL MISSION SUPPORT SERVICES