

Our **CODE OF ETHICS** serves to guide our professional conduct and reputation of honesty and credibility in all business practices. It codifies our responsibility to act in the best interests of all our stakeholders, including clients, suppliers, employees and our shared environment.

The mission of Valor CSR is to increase donations to charitable organizations by providing businesses with the tools to optimize their giving and realize the tangible benefits of strategic corporate philanthropy. This serves our long-term vision to use the energy and vitality of the market to support the Earth's environment and inhabitants. To reach our vision, as a company we must act ethically, responsibly and honestly in all of our business practices.



Valor CSR shall:

- Provide accurate and complete information to clients about our services and products
- Respect client confidentiality
- Provide accurate and complete information to clients about contracts, prices, budgets and timeframes for services provided
- Identify and recognize intellectual property rights along with all formal legal documentation pertaining to intellectual property
- Maintain all proper business compliance standards including tax issues and local, state and federal mandatory compliance requirements
- Maintain the highest standards of equality and equal opportunity for employees
- Always treat clients fairly and professionally
- Strive for continued improvement

Our code of ethics is not a mere formality but exists to guide our actions. To ensure that it maintains its relevance and value, the code of ethics:

- Is formally approved and endorsed by the board of directors and chief executive
- Shall be referenced in our contracts and agreements whenever possible
- Is reviewed annually to ensure that it reflects our values
- Shall be made available for our suppliers and clients, with the expectation that they will also adhere to it
- Shall be available for the public to review and comment upon, through the Valor CSR website