

Section 4.0309-00 Code of Business Ethics and Conduct Acknowledgement Form

I hereby certify that I have been provided a copy of NCBA CLUSA’s Code of Business Ethics and Conduct (CBEC). I understand that I should consult with my area Senior Leadership representative or Chief Human Resource Officer for further clarification on any aspect of NCBA CLUSA’s Code of Business Ethics and Conduct on which I have any questions.

Attested:

I have read NCBA CLUSA’s Code of Business Ethics and Conduct and I understand and agree to abide by the CBEC. I will conduct my work on behalf of NCBA CLUSA with the highest integrity and commitment to the principles stated in the CBEC. I understand that any violations of the CBEC may lead to disciplinary action, up to and including termination of employment, as determined to be appropriate by NCBA CLUSA.

Signature

Date

Name (Printed)