



BOY SCOUTS OF AMERICA EMPLOYEE CODE OF CONDUCT POLICY

The Boy Scouts of America Code of Conduct is built on BSA values. As such, the BSA acknowledges its responsibility to ensure its success—individually and collectively—by practicing and promoting the principles of the Scout Oath and the Scout Law. These values reflect how the BSA wants to operate, how the BSA expects its employees to operate, and how the BSA strives to be seen by others.

The BSA pursues the mission of the Boy Scouts of America with honor, fairness, and integrity, ever mindful to uphold the values of the BSA in every action and decision. The BSA is committed to act in good faith and to comply with the rule of law, the BSA Bylaws, BSA Rules and Regulations, and BSA policies.

The BSA Code of Conduct is not intended to cover every applicable law or provide answers to all questions that arise. Each BSA employee must be able to rely upon personal common sense of right and wrong. Before undertaking any action on behalf of the Boy Scouts of America, an employee should consider carefully whether the conduct is in the best interests of the Boy Scouts of America and complies with the spirit and letter of this code, the BSA bylaws, policies, rules, and regulations, and if it is in compliance with the law.

An employee must not proceed with any action if it is not clearly in compliance with these criteria. In addition, if an employee believes (or is unsure of what to do) that the actions of anyone at the BSA are unethical or expose the BSA or its employees to liability or disrepute, the employee should report the situation by contacting his or her manager, department manager, group/regional director, local HR representative, or the Employee Relations Specialist. This includes any disclosure of confidential information to anyone who is not an employee or to an employee whose job duties do not require access to that confidential information.

Alternatively, an employee can contact the compliance hotline or website hosted by EthicsPoint. Employees can remain anonymous, if they choose, when using the EthicsPoint compliance hotline or EthicsPoint website to report suspected unethical behavior or misconduct. BSA policy prohibits retribution or retaliation of any kind for reporting unethical behavior, misconduct, or questionable behavior if the report of the possible violation of any law, rule, regulation, or the Code of Conduct was made in good faith.

Acting with integrity when conducting business is not an occasional requirement. The BSA expects and demands that its employees act consistently with the highest ethical principles.

The Code of Conduct sets forth the fundamental principles, policies, and procedures that govern the conduct of the Boy Scouts of America. It does not create any rights for any employee. The code does not constitute an employment contract or an assurance of continued employment. The BSA may modify or repeal the provisions of the code or adopt a new code whenever it deems appropriate, with or without notice. Every employee must acknowledge that he or she has received and read the code and will comply

with its terms. All employees must become familiar with the code and conduct themselves strictly in compliance with it and with the BSA's bylaws, policies, procedures, rules, and regulations pertaining to this code.

The BSA is committed to provide a work environment that values diversity among its volunteers and employees. All BSA human resources policies, guidelines, and activities are intended to create a respectful workplace where every individual has the opportunity to reach his or her highest potential.

Employees are provided opportunities regardless of race, color, religion, gender, national origin, sexual orientation, marital status, age, veteran status, or disability. These policies apply to both applicants and employees in all phases of employment, including recruiting, hiring, placement, training, development, transfer, promotion, demotion, performance reviews, compensation, benefits, and separation from employment.