

STANDARDS OF CONDUCT

We ask that Diverge Health employees maintain and observe professional standards and behavior. All employees are expected to conduct themselves in a manner that encourages and maintains a professional and inclusive environment.

No policy can define in complete detail all standards of conduct expected of employees. Listed below, however, are some specific acts or conduct which may result in disciplinary action, up to and including dismissal.

- Violation of any of the Company's policies or standards;
- Negligence or any careless action which endangers the health or safety of the employee or another person, or which causes damage to property;
- Being intoxicated, impaired by, or under the influence of drugs or alcohol while at work;
- Engaging in any criminal conduct or any acts of violence (or threats of violence) toward anyone on Company premises or when representing the Company;
- Insubordination or refusing to obey instructions issued by your manager;
- Theft of property or the unauthorized possession or removal of any property, including documents, from the premises without prior permission from management;
- Dishonesty, falsification, or misrepresentation;
- Violating any confidentiality agreement or policy of the Company;
- Not executing on core expectations of your role;
- An act of prohibited discrimination, harassment, or retaliation; or
- Excessive absenteeism, including excessive instances of tardiness or leaving work early.

The above list is not exhaustive but simply an illustrative guide. There could be many other reasons for dismissal or disciplinary action. Please refer to the Company's [Standard Code and Business Ethics](#) policy for more information.