



## **Conflicts of Interest Policy**

You must always discharge your job responsibilities solely on the basis of the Company's best interests, independent of any personal considerations or relationships. Our policy prohibits any financial interest or business relationship (such as with a competitor, supplier or client of our Company) that may interfere with your effective job performance or that is in any way adverse to the interests of our Company, except if the relationship has been reviewed and approved by the Office of the General Counsel.

You must avoid any financial or other business relationships that could create even the appearance of conflicting loyalties or interests. Any such financial or business interests must be evaluated by the Office of the General Counsel.

Furthermore, conflicts of various kinds may arise whenever an employee supervises, directs or evaluates the work of another person with whom the employee has a familial or intimate relationship. We generally respect the rights of our employees to have such relationships, but employees have the responsibility to avoid circumstances where they are supervising, directing, or evaluating the work of someone with whom they have a familial or intimate relationship. If such a relationship develops, those involved should immediately take steps to address the potential conflict of interest by notifying the Office of the General Counsel that such a potential conflict has arisen. Hunt further reserves the right to take appropriate measures to address any such conflicts, including reassignment of work and/or supervisory functions.

*Effective Date: March 1, 2022*