



TEAM MEMBER GUIDE

812 COMPLIANCE WITH LAW

Team Members shall comply with all applicable provisions of laws and regulations of the provinces in which the Company operates. No one in the Company shall commit or condone an illegal act or instruct another Team Member to do so. Team Members are expected to be sufficiently familiar with any legislation that applies to their work, to recognize potential liabilities and to know when to seek advice.

Team Members shall not condone the creation of false records, destroy or condone the destruction of a record, except when in accordance with Company policies. Team Members must not engage in improper conduct.