



Anti-Corruption Policy

Bish's is committed to conducting business ethically and in compliance with all applicable United States Federal, State of Utah, and Local laws and regulations.

Bish's strictly prohibits bribery or other improper payments in any of its business operations. This prohibition applies to all business activities, anywhere in the world, whether involving government officials or other commercial enterprises. A bribe or other improper payment to secure a business advantage is never acceptable and can expose individuals and Bish's to possible criminal prosecution, reputational harm or other serious consequences.

This Policy applies to everyone at Bish's, including all officers, employees and agents or other intermediaries acting on Bish's behalf. Each officer and employee of Bish's has a personal responsibility and obligation to conduct Bish's business activities ethically and in compliance with all applicable laws. Failure to do so may result in disciplinary action, up to and including dismissal.

Improper payments prohibited by this policy include bribes, kickbacks, excessive gifts or entertainment, or any other payment made or offered to obtain an undue business advantage. These payments should not be confused with reasonable and limited expenditures for gifts, entertainment and other legitimate activities directly related to the conduct of Bish's business.

Gifts, entertainment, and favors whether giving or receiving should not exceed a value of \$150.00 per person, unless there is a reasonable exception approved by management. Gifts should be limited to promotional items, entertainment, holiday celebrations, and expressing condolences, unless there is a reasonable exception approved by management.