

Ethics

Eberhard employees and suppliers will conduct business in an ethical manner and act with integrity and professionalism. Compliance with all legal and regulatory requirements, regarding ethical practices, is required including but not limited to the following:

- Sarbanes-Oxley Act
- Anti-Kickback Act
- Eberhard employees shall interact with every supplier in a fair and objective manner without bias based on personal preference, finances, or relationships.
- Eberhard employees shall not accept gifts, discounts, payments, fees, loans, entertainment, favors, or services from any person or business, which may influence purchasing decisions.
- Eberhard Suppliers will not offer gifts, discounts, payments, fees, loans, entertainment, favors, or services of any kind with the intent to influence an agent's decision.