



# Ethics & Compliance Program Overview

*We practice transparency and honesty*

CloudDeck Inc.

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## **CloudDeck Inc. Ethics and Compliance Overview**

### **Introduction:**

CloudDeck Inc. is committed to upholding the highest standards of ethics and compliance in all aspects of its operations. As a leading Salesforce consulting company, we recognize the importance of maintaining integrity, transparency, and trust in our relationships with clients, partners, employees, and the broader community.

### **Core Values:**

#### **Integrity:**

- We conduct our business with honesty, transparency, and fairness.
- We adhere to the highest moral and ethical principles in all interactions.

#### **Customer Focus:**

We prioritize the needs and satisfaction of our clients.

We are dedicated to delivering high-quality services with a commitment to excellence.

#### **Respect:**

We value diversity and treat all individuals with dignity and respect.

We foster an inclusive and collaborative work environment.

#### **Compliance:**

We comply with all applicable laws, regulations, and industry standards.

We maintain a robust compliance program to ensure adherence to legal requirements.

#### **Compliance Framework:**

Cloud Deck Inc. has established a comprehensive compliance framework to guide our actions and decisions. This framework includes:

#### **Code of Conduct:**

Our Code of Conduct outlines the ethical standards and expectations for all employees.

It covers topics such as conflicts of interest, anti-corruption, and confidentiality.

#### **Data Privacy and Security:**

We prioritize the protection of client data and adhere to global data privacy regulations.

Our security measures ensure the confidentiality and integrity of information.

### Anti-Corruption and Bribery:

CloudDeck Inc. strictly prohibits bribery and corruption in all business activities.

Employees are trained to identify and avoid situations that may lead to ethical breaches.

### Whistleblower Protection:

We encourage employees to report any unethical behavior through our confidential whistleblower hotline.

Retaliation against whistleblowers is strictly prohibited.

### Training and Awareness:

CloudDeck Inc. invests in ongoing training and awareness programs for every employee to ensure that employees are well-informed about ethical standards and compliance requirements. Then every two years thereafter, we refresh their understanding with online training on the code, ethical decision making, and relevant compliance areas.

Ethics and compliance learning points are also incorporated into Cloud Deck's in person technical and leadership training. Training effectiveness is measured through course completion and evaluation surveys. Regular training sessions cover topics such as data security, anti-corruption policies, and ethical decision-making.

### Continuous Improvement:

We are committed to continuously improving our ethics and compliance program. Regular assessments, audits, and reviews are conducted to identify areas for improvement and ensure that our policies and procedures remain effective and up to date.

### Conclusion:

At Cloud Deck Inc., we believe that maintaining the highest standards of ethics and compliance is not only a legal requirement but also a fundamental aspect of our commitment to building long-lasting relationships with our clients and stakeholders. We encourage all employees to embrace and uphold these principles in their daily activities, contributing to a culture of integrity and trust.