



Code of Business Ethics

Unique Comp, Inc. (“UCI”) expects all officers, directors, and employees to exercise the highest Accordingly, UCI expects its officers, directors, and employees to act at all times in accordance with the policies outlined herein. These policies apply to all officers, directors, and employees, including, without limitation, UCI’s principal executive officer, principal financial officer, principal accounting officer, and all persons performing similar functions.

The policies in this Code of Business Conduct and Ethics (the “Code”) will be strictly enforced. UCI will take appropriate disciplinary action with respect to those involved in any violations of these policies, including, where appropriate, dismissal. This Code is not intended to affect the status of any employee or to enhance or diminish any employee’s contract rights or rights under otherwise applicable law.

Any employee who has questions regarding these policies should contact their human resources representative or UCI’s chief human resources officer. An employee should immediately report any violations of these policies to UCI’s chief human resources officer. UCI will not retaliate against an employee for reporting violations.

Introduction and Purpose

This Code is designed to deter wrongdoing and promote the following:

- Honest and ethical conduct, including ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- Avoidance of conflicts of interest, including disclosure to the appropriate person identified herein of any material transaction or relationship that reasonably could be expected to give rise to such a conflict;
- Full, fair, accurate, timely, and understandable disclosure in reports and documents that UCI files with, or submits to, the Securities and Exchange Commission and in other public communications by UCI;
- Compliance with applicable governmental laws, rules, and regulations;
- Prompt internal reporting to the appropriate person identified herein of any violations of this Code; and
- Accountability for adherence to the policies contained in this Code.

Any concern regarding an actual or potential violation of this Code may be brought to the Company’s chief legal officer, chief human resources officer, or a team member’s human resources representative. Their contact information is searchable by name in the Company’s email system and related communication tools, and the reporting person can choose whether to report by phone, email, or in person. As noted throughout this Code, retaliation against a reporting person for reporting an actual or potential violation of the Code is strictly prohibited.

General Principles for Business Conduct

- UCI and its employee shall comply with all applicable legal requirements of any federal, state, local, or foreign jurisdiction where UCI conducts business.
- The use of any UCI assets for any unlawful or improper purpose is strictly prohibited.
- No undisclosed fund or asset shall be established or maintained for any purpose.

No false or misleading entries shall be made for any reason in UCI’s books, records, or other financial documents, or in any materials prepared for or submitted to UCI’s accountants or independent auditors, and no employee shall engage in any arrangement that results in such prohibited act.

Conflicts of Interest

UCI expects undivided loyalty of its employees in the conduct of business. It is important that employees be free from any financial interests or other relationships that might conflict with the best interests of UCI. Accordingly, each employee shall avoid any investment or other interest in any business that would conflict with the proper performance of their duties or responsibilities for UCI, or which might interfere with their independence of judgment with respect to the transactions between UCI and such other businesses.



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While it is impossible to enumerate all situations in which possible conflicts might arise, the following are some examples:

- To give or receive gifts of more than token value that are in any way connected with the business relationship;
- To lend or borrow money or other assets from individuals or concerns that do business with or compete against UCI, except banks and other financial institutions;
- To serve in an official capacity for client or prospect at the local, county, state, or federal level, whether elected or appointed, without the express prior approval of UCI's chief human resources officer and chief legal officer, or their designee(s);
- To serve as an officer, director, employee, or consultant of, or receive any income from any enterprise doing business with or competing against UCI, or seeking to do so, or to own an interest in or engage in the management of an organization providing services or products to UCI, or to which UCI sells, or with which UCI competes, except when such interest (1) comprises publicly traded securities listed on a national securities exchange, NASDAQ, or the OTC margin list and (2) is not in excess of 5% of the securities of such company;
- To accept compensation from outsiders for services for which the employee is being paid by UCI;
- To speculate or deal in materials, equipment, supplies, products, lands, leases, or property purchased or sold by UCI, or for which negotiations to purchase, acquire, or sell are pending or may reasonably be anticipated, or to receive (other than from UCI) any compensation, bonus, or commission in connection with any transaction relating to UCI's business
- To use UCI equipment, facilities, time, or information in order to develop ideas, concepts, inventions, improvements, and/or discoveries that are not disclosed to UCI, consistent with the property rights obligations set forth below, and instead leveraged for some other purpose.
- To knowingly cause, directly or indirectly, UCI to enter into a business transaction with a close relative of a UCI employee or business enterprise of such relative;
- To knowingly buy or sell for the employee's own account or the account of a relative of a UCI employee any security or other interest which UCI may be considering buying or selling, or has decided to buy or sell, until UCI's decision has been completely executed and publicly announced; and/or
- To transmit any knowledge of any consideration or decisions of any information that might be prejudicial to the interests of UCI to any person, except as may be necessary for the proper discharge of the employee's responsibilities on behalf of UCI.

Protection of Confidential or Proprietary Information

UCI's confidential and proprietary information is vital to its current operations and future success. Each employee shall use reasonable care to protect or otherwise prevent the unauthorized disclosure of such information. In no event shall confidential information be disclosed or revealed within or outside UCI without proper authorization or a permitted purpose. If an employee is uncertain whether certain information should be treated as confidential, the employee should presume that such information is confidential and not disclose it without confirmation that there is proper authorization or a permitted purpose.

By way of example, confidential or proprietary information includes information relating to UCI's business methods, business plans, research, development, inventions, databases, systems, systems designs, technology, intellectual property, know-how, management, business development, operations, products, services, pricing strategies, client sources, employee records, terms and conditions of arrangements of any business or clients, client lists, methods of competing, financial statements, financial projections, financing methods, and other proprietary information.

Employee Health and Safety

Creating and maintaining a safe environment for our employees is a priority at UCI. As a company, UCI makes every effort to comply with all applicable health and safety laws, enlisting the assistance of employees to help keep facilities free of hazardous conditions. Employees should immediately report all work-related accidents or injuries as well as



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any hazardous or unsafe conditions. In addition, UCI will not tolerate any violent behavior in the workplace.

Equal Employment and Non-Discrimination

UCI believes it is important to have a diverse workforce and an inclusive workplace, and is committed to encouraging a diversity of background, culture, experiences, insights and skills in its workforce. In keeping with UCI's commitment to the personal dignity of employees, UCI supports each individual's right to be treated with courtesy and respect. UCI is an equal opportunity / affirmative action employer and prohibits discrimination and promotes equality in its employment policies and practices. Management and supervisory employees are responsible for making decisions affecting employees without regard to race, religion, color, gender / sex, gender identity, gender expression, sexual orientation, marital status, creed, national origin, ancestry, citizenship status, age, disability, veteran's status, and any other status protected under local, state or federal laws. This includes decisions regarding all aspects of the employment relationship, including recruitment, selection, promotion and transfers, performance appraisals, compensation and termination.

These policies are implemented in compliance with applicable federal, state and local nondiscrimination and affirmative action laws and regulations. If an employee believes that they have been subjected to discrimination by employees, officers, or agents of UCI, they should report the incident to their manager, their human resources representative, or directly to their division president, who will investigate and attempt to resolve the matter.

Anti-Harassment Policy

In order to promote a professional and productive work environment in which all employees are treated with dignity, courtesy and respect, UCI has adopted an Anti- Harassment Policy prohibiting all forms of harassment. Such policy is included in UCI's Employee Handbook and has been distributed to all employees.

If at any time an employee feels that they have been subjected to or has observed harassment, they should report the incident to any supervisor or manager. If the employee is not comfortable taking the complaint to a supervisor or manager, they should contact their human resources representative, their division president, or the chief human resources officer. Employees may also make a complaint, anonymous or not, via UCI's Whistleblower Hotline either online or by telephone.

UCI also prohibits any adverse action or retaliation against an employee who makes a complaint or otherwise participates in an investigation of discrimination or harassment. UCI will take disciplinary action against anyone who attempts to retaliate.