



# BLINGY

THE BLINGY TECHNOLOGY & ENTERTAINMENT, INC

info@blingyte.com

## Code of Conduct

Blingy adopts the business Code of Conduct to ensure orderly operations and provide the best possible community. Blingy expects both the company and the people we represent, including but not limited to employees, temporary personnel, consultants, independent contractors, to follow these rules of conduct while on company premises, attending company functions or otherwise performing the work-related activity.

In addition to maintaining and enforcing this Code of Conduct to protect the interests and safety of all employees and the organization, Blingy complies with all applicable federal, state, and local laws and regulations concerning employer and employee rights and obligations.

## Procedures

Blingy is responsible for providing a safe and secure workplace and strives to ensure that all individuals associated with the company are treated in a respectful and fair manner.

Blingy's Code of Conduct revolves around our three key principles::

1. We support with genuineness and sincerity.
2. We act with dignity and integrity.
3. We treat with courtesy and respect.

## BLINGY CODE OF CONDUCT

**We strive to create a supportive environment.** We enable all members in our community to feel free to express their opinions, concerns, and needs with an expectation that they will be heard and respected. We communicate professionally and appropriately at all times.

**We cooperate to make success possible.** We make sure we are reachable and responsive. We make every attempt to respond to the help requests from Blingy members and work together to bring forth the best deliverables. We remind ourselves to express our appreciation for the help.



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**We respect “no” as an answer.** No means no and we respect no as a response and decision when it is made.

**We are honest and transparent.** We operate with a high degree of corporate responsibility and ethics. We do not intentionally omit relevant factual information or falsify company records or reports. We strive to be clear and transparent in all of our communications.

**We respect privacy and confidentiality.** When we are entrusted with sensitive, confidential, or personal information, we use appropriate measures at our disposal to secure it. Please check our [Privacy Policy](#) for more information.

**We promote diversity, equity, and inclusion.** We are committed to building inclusive work environments that reflect and value the diversity of people and cultures we see in the world. For further information, please check [Blingy Diversity Equity and Inclusion Policy](#).

**We ensure equal opportunity.** Employment at Blingy is based solely upon individual merit and qualifications directly related to professional competence. We will not discriminate on the basis of race, color, creed, religion, gender, gender identity, pregnancy, marital status, partnership status, domestic violence victim status, sexual orientation, age, national origin, alienage or citizenship status, veteran or military status, disability, medical condition, genetic information, caregiver status, unemployment status or any other characteristic prohibited by federal, state and/or local laws.

**We strictly prohibit unlawful discrimination or harassment.** We will take disciplinary action for any employee or community member who demonstrate illegal discrimination or harassment on the basis of race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, or in any other form.

**We are committed to a safe workplace.** We will not tolerate any level of violence or the threat of violence, including using excessively abusive, threatening, or obscene language in the workplace. Possession of dangerous or unauthorized materials, such as explosives or firearms, are banned at all times.

**We expect good judgment on drugs and alcohol.** We strictly prohibit the possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or while operating employer-owned vehicles or equipment.



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**We hold ourselves accountable.** We respect the legal agreements we sign and do our best to fulfill all obligations. We avoid unauthorized disclosure of business “secrets” or confidential information as listed in the Employee Non-disclosure Agreement.

**We stand up for others.** We appropriately intervene in situations when we witness violations of this Code and will report such violations to Blingy Leadership.

**We understand it is not possible to list all forms of behavior that are unethical and unacceptable in the community. Thus, we rely on each and every one of us’s good judgment to uphold a high standard of integrity for ourselves and Blingy. Any violation of Blingy’s Code of Conduct may result in disciplinary action, including termination, and if warranted, legal proceedings.**