



CONFLICT OF INTEREST

Employees must never allow themselves to be placed in a position where their personal interests are in conflict (or could be in conflict) with the interests or business of Sunshine Village. Employees must avoid any situation or activity that compromises, or may compromise, their judgment or ability to act in the best interest of the Sunshine Village. All employees are expected to comply with the Code of Conduct and perform their duties on behalf of the Company faithfully, diligently and to the best of their abilities.

Employees are not permitted to accept gratuities from consumers or their parents/ guardians, unless otherwise pre-approved by management. Gifts of nominal value and food items are permissible. If an employee is uncertain, he/she should consult their manager.