

## **AMENDMENTS TO CODE OF CONDUCT**

On October 20, 2015, the Company amended its Code of Conduct. The amended Code provides additional guidance on standards of conduct set forth in the previous version of the Code, and specifies additional standards for the conduct of the Company's business, including with respect to the following matters:

- Non-Retaliation Policy
- Violations of the Code
- Drugs and Alcohol
- Customers and Suppliers
- Consumer and Employee Data Privacy
- Competition/Competitive Information
- Conflicts of Interest
- Confidential Information
- Gifts, Entertainment and Other Favors

None of the changes to the Code resulted in a waiver, explicit or implicit, of any provision of the previous Code. The foregoing summary of the changes to the Code is qualified in its entirety by reference to the full text of the Code, a copy of which is posted on this website.