

Creating a Culture of Integrity

Each BBNC employee is an ambassador for our corporation and our values. Our underlying success depends on your commitment to Operating with Integrity.

The success of BBNC and each of its subsidiary companies depends not only on high-quality products and services, but on each and every employee's dedication to ethical behavior. As a corporation, we are committed to Operating with Integrity in everything we do — and believe that it is a shared responsibility.

Compliance Values

BBNC is committed to ethical behavior, integrity, honesty, and compliance with the law. Our values are secured in our Code of Ethics, which includes:

- Fair employment practices
- Respectful & inclusive work place
- Prevention of discrimination, harassment of any kind, or bullying
- Healthy and safe work environments
- Upholding our integrity worldwide

Find a complete copy of the Code of Ethics on [I]nfoNet at <http://info.bbnc.net>.

Operating with Integrity CULTURE OF EXCELLENCE

Who We Are

Bristol Bay Native Corporation

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Bristol Bay Shared Services, LLC

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BBNC's [I]nfoNet

A site for BBNC's family of employees to access news, resources, tools and training.

BBNC's employees are vital to our success; [I]nfoNet is a place to connect our employees to BBNC and share news and information throughout our diverse family of companies and locations around the world.

You can access our [I]nfoNet by going to:
<http://info.bbnc.net>.

What You'll Find on [I]nfoNet

- Learn about BBNC, cultures of Bristol Bay, and where we operate
- Access to compliance resources and training
- Available employee assistance programs and link to benefits
- Safety Net: a place to find information about safe practices at home and in the work place
- Employee profiles
- Subsidiary profiles
- Yupik word of the month
- Bristol Bay Regional Guide
- Cultural videos
- News

Ethics Hotline and How to File a Complaint

Ethical Advocate provides a confidential, anonymous method of reporting concerns through a secure third party website and a toll-free number.

Your tips and information are the most effective method to disclose fraud and other disturbing events you may see in the workplace. Reporting is available 24 hours a day, every day of the year.

How to Report

You can provide information by:

Calling our Hotline: 1.866.513.7078

Through our website: <https://bbnc.ethicaladvocate.com/>

For the website, you'll need to create a login and password (note: the site does not retain or have the ability to retrieve your user name and password). Once you log on, you may create a new report. You can log on to the site to view any communications or questions, or to see the status of your report. Reporting is available 24 hours a day, every day of the year.

Speak Up, Speak Out

Our success depends not only on our high-quality products and services, but on you, the employees – each of you are the “I” in [I]ntegrity!

BBNC is proud of our family of subsidiaries and employees, and we are committed to ethical behavior, integrity, honesty and compliance with the law. We expect ethical and honorable behavior of ourselves, those who work for us and those we work with — our business partners, vendors and clients. Persons who speak up to protect our companies will be protected in return.

There will be no retaliation against any person who reports what they believe in good faith to be a violation of this Code of Ethics or of any law, rule, or regulation applicable to BBNC's business. If you have a question or concern, BBNC and all of our subsidiary companies maintain an open door policy that provide multiple avenues for employees, who are acting in good faith, to report concerns without fear of retaliation. You should feel free confident to ask questions or raise concerns directly with your supervisor, a human resource manager, BBNC's Chief Compliance Officer or Sr. Director of Compliance or BBNC or BBSS's legal department, or use the Ethics Hotline.

