

## Conference, Meeting and Event Code of Conduct

Structured Finance Industry Group and the Structured Finance Association, together with their respective subsidiaries and affiliates (collectively, “**SFIG**”), are committed to creating and maintaining an engaging and productive conference, meeting and event environment in which all individuals are treated with respect and dignity, one that is welcoming and free from any form of harassment or other discrimination. This Conference, Meeting and Event Code of Conduct (“**Event Code of Conduct**”) guides everyone who participates in or attends SFIG conferences, meetings or other sponsored events (“**Events**”), including members, non-members, employees, speakers, sponsors, vendors, contractors, volunteers, and other guests (“**Attendees**”). SFIG wants to ensure that all Attendees understand what behavior is expected and what behavior will not be tolerated at an SFIG Event. The facilities covered by this Event Code of Conduct include any venue, hotel, meeting room, or SFIG office location where an SFIG Event takes place, as well as at off-site locations where Event-related social gatherings take place.

### I. Expected Conduct

Attendees shall:

- a. Be considerate and respectful to each other;
- b. Refrain from harassing, discriminatory or demeaning conduct;
- c. Alert a member of SFIG management or staff if they observe any conduct that violates this Event Code of Conduct; and
- d. Comply with all rules, policies and procedures of the facilities at which any Event is being held.

### II. Unacceptable Conduct

SFIG expressly prohibits harassment and discrimination based on race, color, religion, national origin, sex, age, pregnancy, genetic information, military and veteran status, marital status, personal appearance, gender identity or expression, sexual orientation, disability or perceived disability (physical or mental), family responsibilities, political affiliation, or any other legally protected characteristic.

Examples of conduct prohibited by this Event Code of Conduct include, without limitation:

- a. Sexist, racist, homophobic or other discriminatory jokes, slurs, insults or comments;
- b. Unwelcome sexual advances, whether verbal or physical;
- c. Display of sexualized images;
- d. Stalking, whether in person or online;
- e. Threatening or intimidating language or physical conduct; and
- f. Inappropriate photography or recording.

### III. Reporting Procedure

If any Attendee believes s/he or another Attendee has been subject to conduct that violates this Event Code of Conduct, or witnesses such conduct, s/he should report the violation to a member of SFIG management or staff while on-site at the Event or as soon after the Event as possible. Any member of Event staff who receives such a report or who witnesses inappropriate conduct must notify a member of SFIG management on site at the Event, or contact the SFIG Human Resources and/or Legal Department as soon as possible. All reported concerns will be treated seriously and investigated promptly. All Attendees are expected to cooperate fully and honestly with any investigation.

### IV. Consequences

Attendees asked to stop any harassing behavior are expected to comply immediately. At SFIG’s sole discretion, violations of this Event Code of Conduct may result in removal from or denial of access to the Event without a refund of any applicable registration fees, and/or disqualification from attendance at future Events.

### V. No Retaliation

SFIG will not tolerate any actual or attempted reprisals or retaliation against individuals who raise in good faith a concern that this Event Code of Conduct has been violated, or who participate in the investigation of such a concern. SFIG takes all allegations of harassment and discrimination seriously and is committed to ensuring an Event environment that is free of any harassment or discriminatory activities.