

SD-10 Ethics Monitoring Report

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Vice President Human Capital
September 19, 2023

SD-10: Ethics

It is essential that OPPD maintain the public trust and confidence in the integrity and ethical conduct of its Board of Directors and the OPPD employees. Therefore, to ensure the public interest is paramount in all official conduct, the Board shall adopt and update, as necessary, a Code of Ethics and Business Conduct (the “Code”). OPPD shall also maintain and enforce a code of conduct applicable to all employees.

Among other things the Code shall:

- Require high ethical standards in all aspects of official conduct;
- Establish clear guidelines for ethical standards and conduct by setting forth those acts that may be incompatible with the best interests of OPPD and the public;
- Require disclosure and reporting of potential conflicts of interests; and
- Provide a process for: (i) reporting suspected violations of the Code and policies; (ii) investigating suspected violations of the Code and policies; and, (iii) providing an annual report to the Board.

Require high ethical standards in all aspects of official conduct

Board of Directors	Employees (Policy 3.01)
<ul style="list-style-type: none">• Loyalty• Compliance with Applicable Laws• Observance of Ethical Standards	<ul style="list-style-type: none">• Integrity• Compliance with Applicable Laws and Regulations• Act in a Legal and Ethical Manner

Establish clear guidelines for ethical standards and conduct by setting forth those acts that may be incompatible with the best interests of OPPD and the public

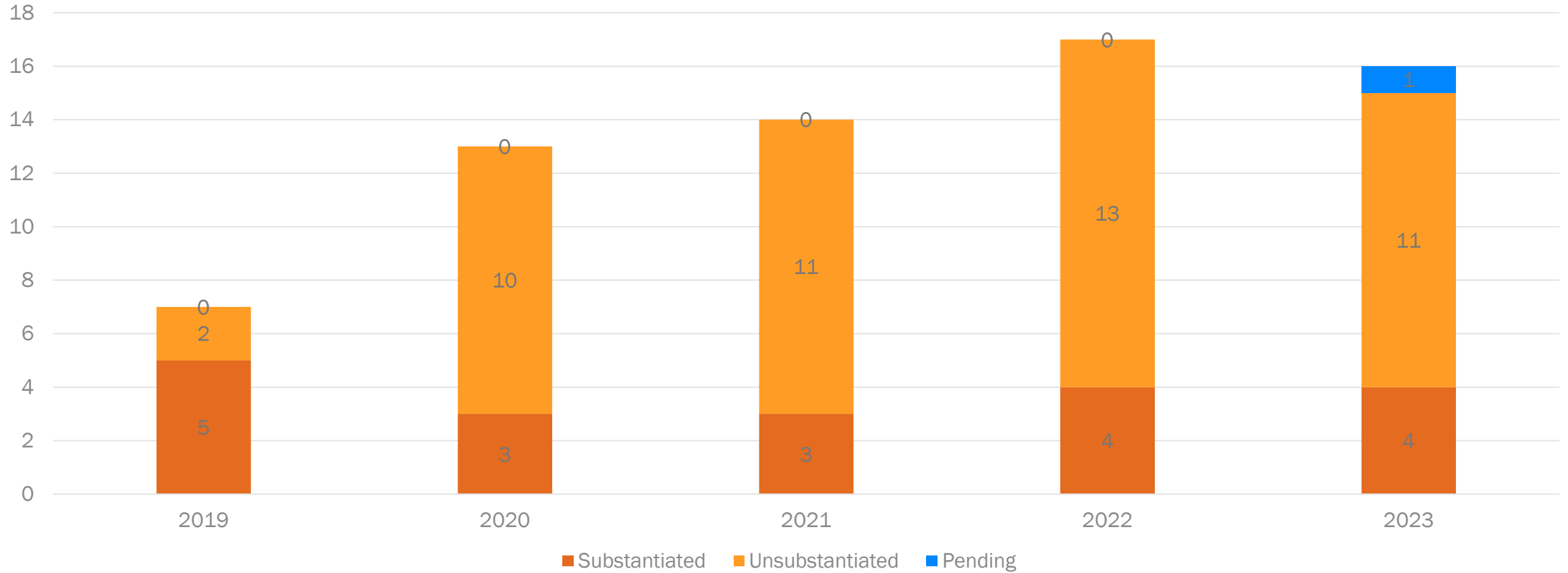
Board of Directors	Employees
<ul style="list-style-type: none">• Conflicts of Interest<ul style="list-style-type: none">• Improper Conduct and Activities• Compensation from non-Company Sources• Personal Use of Company Assets• Corporate Opportunities• Gifts• Business Courtesies• Confidentiality• Compliance	<ul style="list-style-type: none">• Laws, Regulations, and Personal Conduct• Accuracy of District Records, Reports and Communications• Use of Assets• Confidentiality and Disclosure of Information• Current and Potential Relationships with Vendors• Travel and lodging for Business/Trade Organizations• Employee and Customer Relations• Political Office, Government Relations, and Public Service• Conflicts of Interest• Purchase and Sales of Goods and Services• Fraudulent Activities• Retention of OPPD Records• Reporting Violations

Provide a process for: (i) reporting suspected violations of the Code and policies; (ii) investigating suspected violations of the Code and policies; and (iii) providing an annual report to the Board

Board of Directors	Employees
<ol style="list-style-type: none"> 1. Communicate violations promptly to the Chair of the Governance Committee 2. Potential violations investigated by the Governance Committee, or the person designated (legal counsel) 3. Appropriate actions taken 4. Report annually to the Board <p><i>No allegations were reported for the previous 12-month period.</i></p>	<ol style="list-style-type: none"> 1. Report anonymously through 3rd Party (Ethics Point) 2. Report through Human Capital 3. Investigated by appropriate party/parties 4. Appropriate actions taken 5. Reported annually to the Board <p><i>16 reported for the previous 12-month period – 15 investigated and appropriate action taken; 1 pending investigation</i></p>

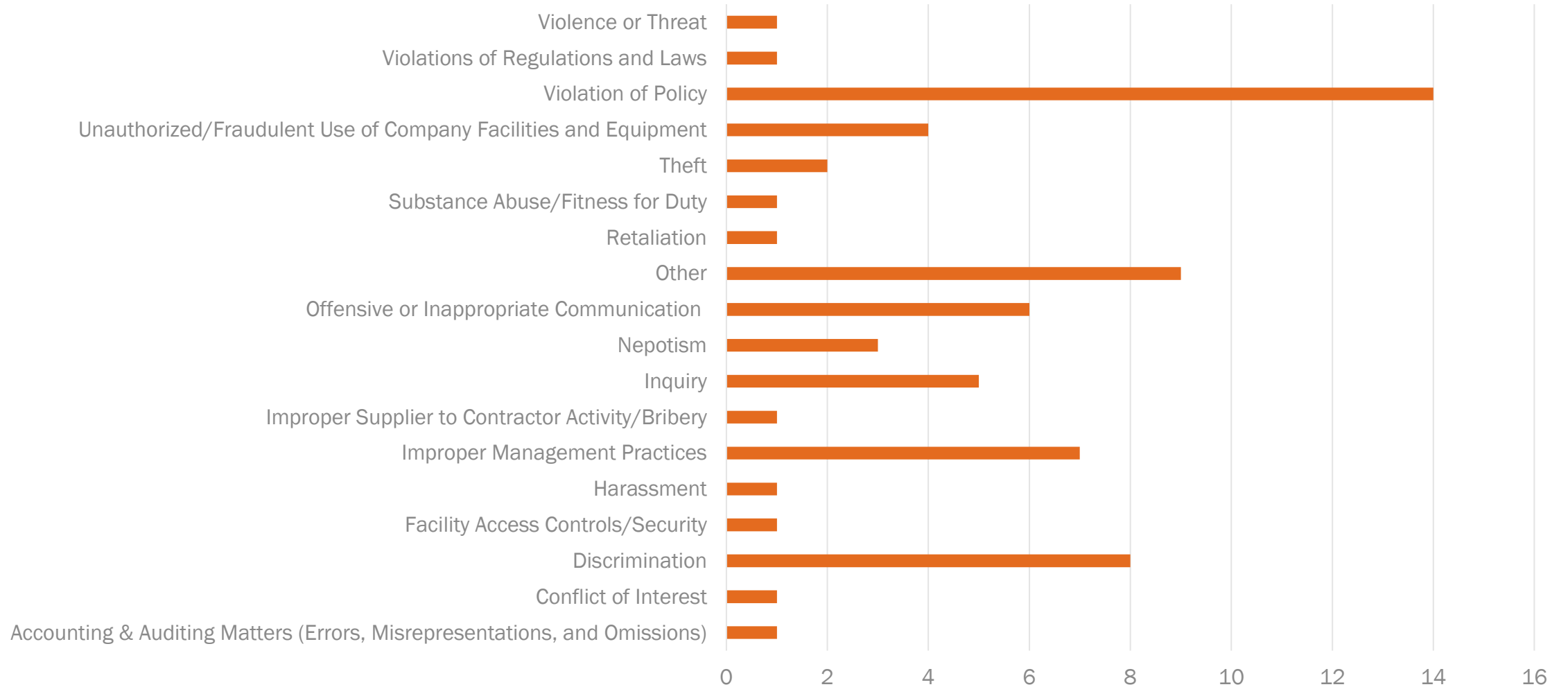
Historical Summary of EthicsPoint Reports

Disposition of Allegations



Historical Summary of EthicsPoint Report

Category of Allegations 2019 – 2023



Recommendation

The Governance Committee has reviewed and accepted this Monitoring Report for SD-10 and recommends that the Board finds OPPD to be sufficiently in compliance with Board Policy SD-10.

**Any additional reflections on
what has been
accomplished ... or
challenges or gaps**

