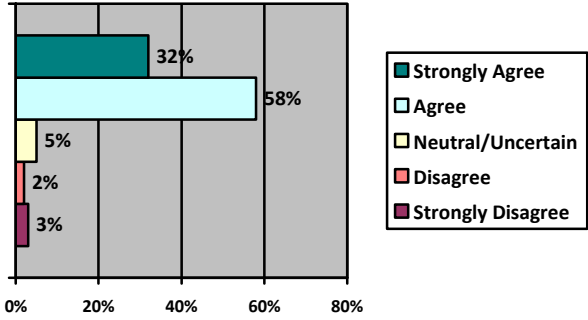
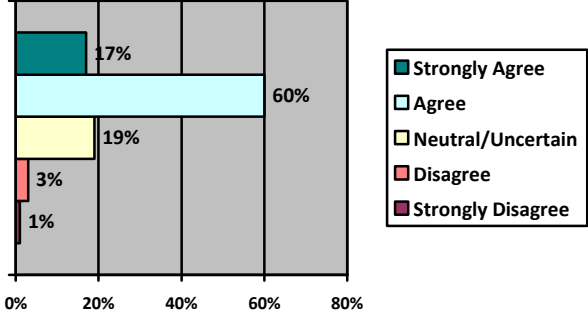
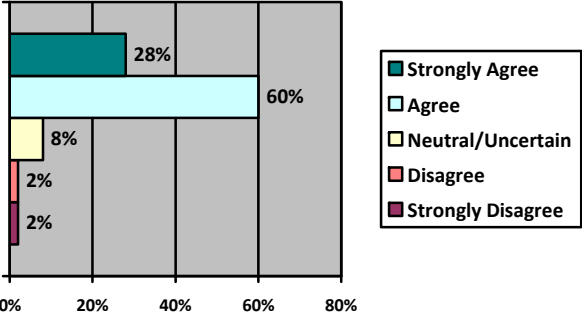
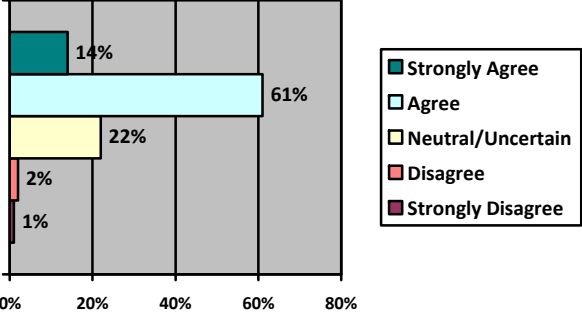
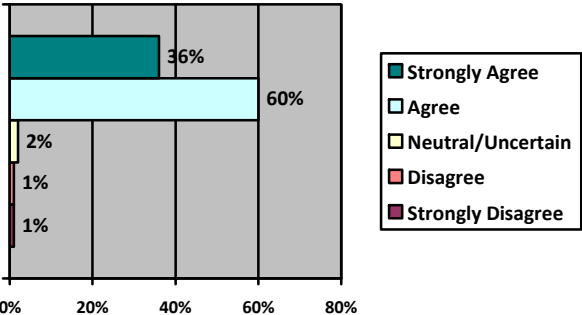
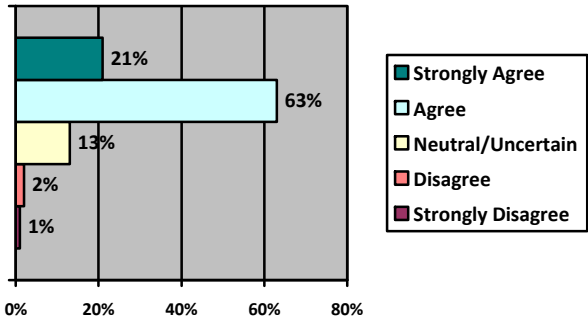
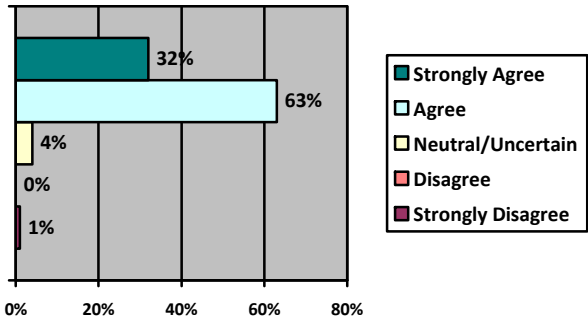
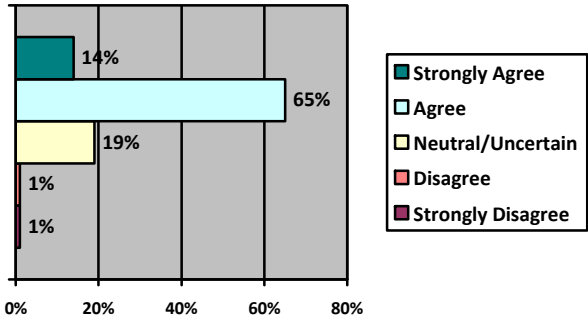


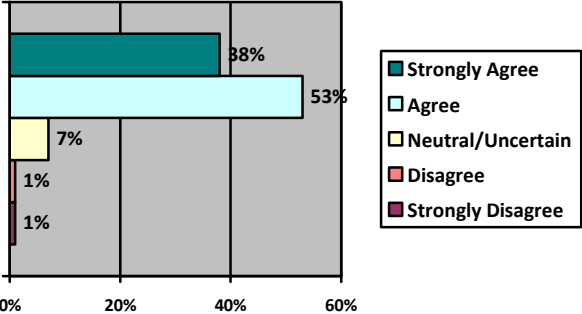
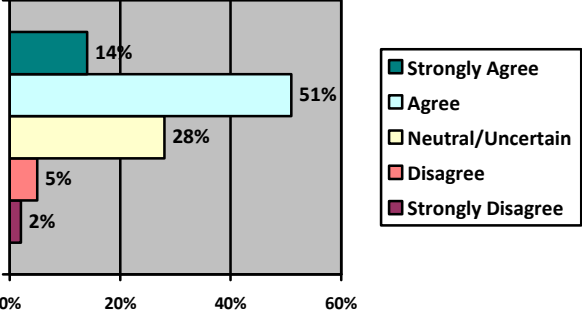
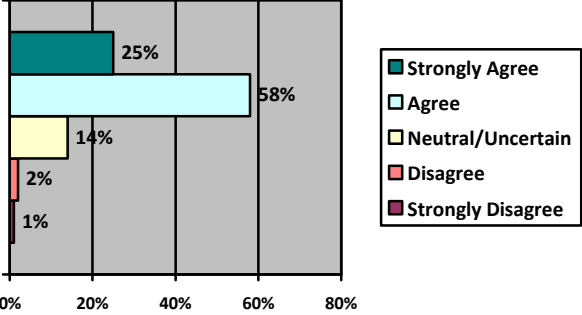
## Code of Ethics and Business Conduct Survey Results

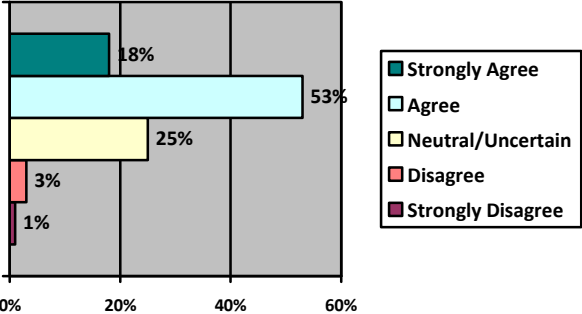
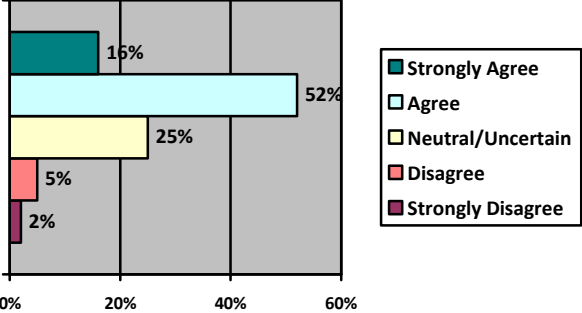
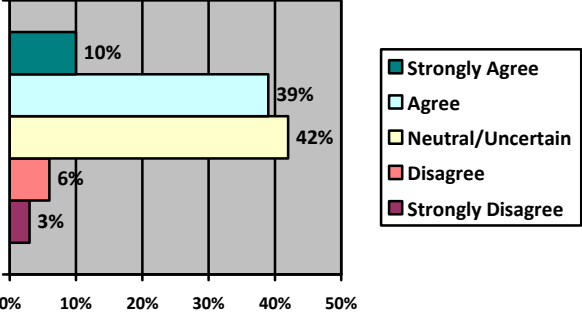
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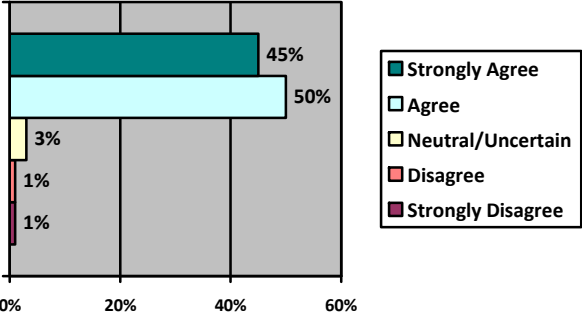
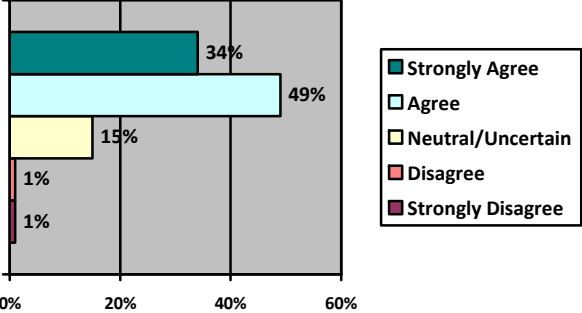
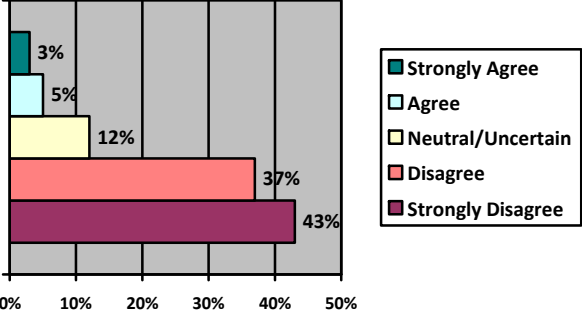
Survey Results	Analysis of Survey Results												
 <p>Horizontal bar chart showing survey results for the statement: "I know where to find SHR's code of ethics and business conduct". The chart displays the percentage of respondents for each response category: Strongly Agree (32%), Agree (58%), Neutral/Uncertain (5%), Disagree (2%), and Strongly Disagree (3%).</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>32%</td> </tr> <tr> <td>Agree</td> <td>58%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>5%</td> </tr> <tr> <td>Disagree</td> <td>2%</td> </tr> <tr> <td>Strongly Disagree</td> <td>3%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	32%	Agree	58%	Neutral/Uncertain	5%	Disagree	2%	Strongly Disagree	3%	<p>1. I know where to find SHR's code of ethics and business conduct –</p>
Response Category	Percentage												
Strongly Agree	32%												
Agree	58%												
Neutral/Uncertain	5%												
Disagree	2%												
Strongly Disagree	3%												
 <p>Horizontal bar chart showing survey results for the statement: "I believe the people I work with know where to find SHR's code of ethics and business conduct". The chart displays the percentage of respondents for each response category: Strongly Agree (17%), Agree (60%), Neutral/Uncertain (19%), Disagree (3%), and Strongly Disagree (1%).</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>17%</td> </tr> <tr> <td>Agree</td> <td>60%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>19%</td> </tr> <tr> <td>Disagree</td> <td>3%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	17%	Agree	60%	Neutral/Uncertain	19%	Disagree	3%	Strongly Disagree	1%	<p>2. I believe the people I work with know where to find SHR's code of ethics and business conduct –</p>
Response Category	Percentage												
Strongly Agree	17%												
Agree	60%												
Neutral/Uncertain	19%												
Disagree	3%												
Strongly Disagree	1%												

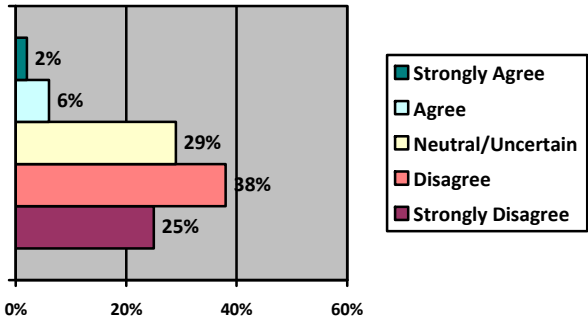
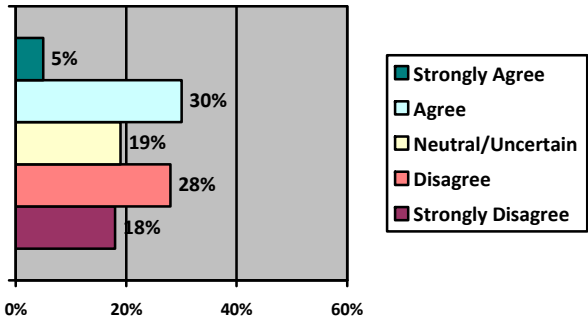
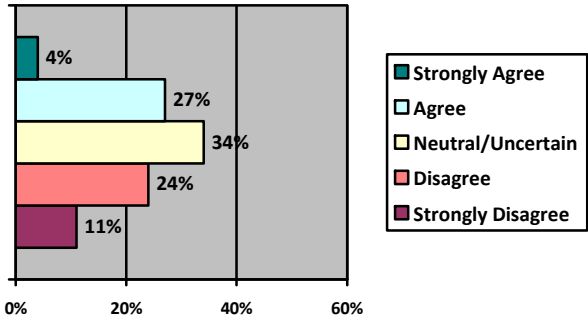
Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart showing the distribution of responses for question 3. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are: Strongly Agree (28%), Agree (60%), Neutral/Uncertain (8%), Disagree (2%), and Strongly Disagree (2%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>28%</td> </tr> <tr> <td>Agree</td> <td>60%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>8%</td> </tr> <tr> <td>Disagree</td> <td>2%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	28%	Agree	60%	Neutral/Uncertain	8%	Disagree	2%	Strongly Disagree	2%	<p>3. I know who to contact if I have any questions about SHR’s code of ethics and business conduct –</p>
Response	Percentage												
Strongly Agree	28%												
Agree	60%												
Neutral/Uncertain	8%												
Disagree	2%												
Strongly Disagree	2%												
 <p>A horizontal bar chart showing the distribution of responses for question 4. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are: Strongly Agree (14%), Agree (61%), Neutral/Uncertain (22%), Disagree (2%), and Strongly Disagree (1%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>14%</td> </tr> <tr> <td>Agree</td> <td>61%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>22%</td> </tr> <tr> <td>Disagree</td> <td>2%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	14%	Agree	61%	Neutral/Uncertain	22%	Disagree	2%	Strongly Disagree	1%	<p>4. I believe the people I work with know who to contact if they have any questions about SHR’s code of ethics and business conduct –</p>
Response	Percentage												
Strongly Agree	14%												
Agree	61%												
Neutral/Uncertain	22%												
Disagree	2%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for question 5. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are: Strongly Agree (36%), Agree (60%), Neutral/Uncertain (2%), Disagree (1%), and Strongly Disagree (1%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>36%</td> </tr> <tr> <td>Agree</td> <td>60%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>2%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	36%	Agree	60%	Neutral/Uncertain	2%	Disagree	1%	Strongly Disagree	1%	<p>5. I understand the requirements of SHR’s code of ethics and business conduct –</p>
Response	Percentage												
Strongly Agree	36%												
Agree	60%												
Neutral/Uncertain	2%												
Disagree	1%												
Strongly Disagree	1%												

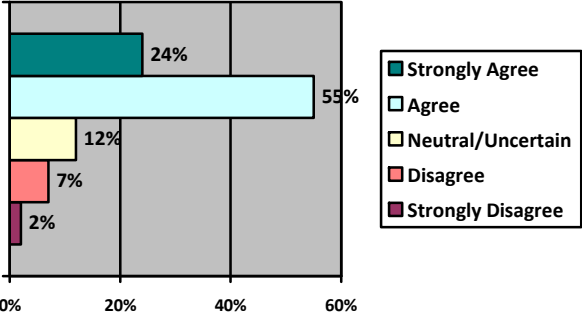
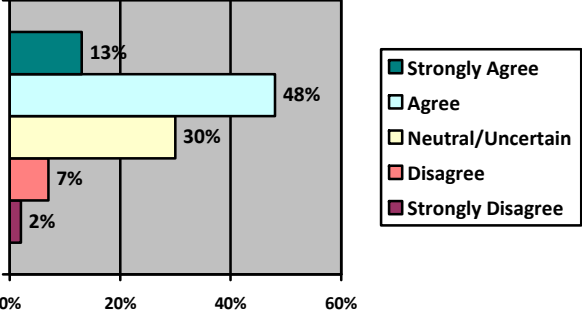
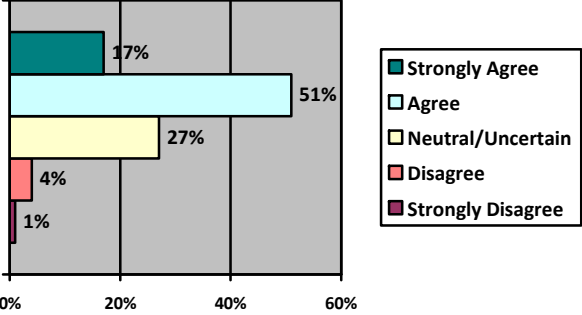
Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart showing the distribution of responses for statement 6. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The data is as follows:</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>21%</td> </tr> <tr> <td>Agree</td> <td>63%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>13%</td> </tr> <tr> <td>Disagree</td> <td>2%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	21%	Agree	63%	Neutral/Uncertain	13%	Disagree	2%	Strongly Disagree	1%	<p>6. I believe the people I work with understand the requirements of SHR’s code of ethics and business conduct –</p>
Response Category	Percentage												
Strongly Agree	21%												
Agree	63%												
Neutral/Uncertain	13%												
Disagree	2%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for statement 7. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The data is as follows:</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>32%</td> </tr> <tr> <td>Agree</td> <td>63%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>4%</td> </tr> <tr> <td>Disagree</td> <td>0%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	32%	Agree	63%	Neutral/Uncertain	4%	Disagree	0%	Strongly Disagree	1%	<p>7. I am aware of SHR’s compliance help line as well as other options to report a potential issue –</p>
Response Category	Percentage												
Strongly Agree	32%												
Agree	63%												
Neutral/Uncertain	4%												
Disagree	0%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for statement 8. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The data is as follows:</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>14%</td> </tr> <tr> <td>Agree</td> <td>65%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>19%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	14%	Agree	65%	Neutral/Uncertain	19%	Disagree	1%	Strongly Disagree	1%	<p>8. I believe the people I work with are aware of SHR’s compliance help line as well as other options to report a potential issue –</p>
Response Category	Percentage												
Strongly Agree	14%												
Agree	65%												
Neutral/Uncertain	19%												
Disagree	1%												
Strongly Disagree	1%												

Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart with a grey background and vertical grid lines at 20% intervals. The x-axis is labeled from 0% to 60%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree' (38%), light blue for 'Agree' (53%), yellow for 'Neutral/Uncertain' (7%), red for 'Disagree' (1%), and dark red for 'Strongly Disagree' (1%). A legend box on the right side of the chart contains the category names and their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>38%</td> </tr> <tr> <td>Agree</td> <td>53%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>7%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	38%	Agree	53%	Neutral/Uncertain	7%	Disagree	1%	Strongly Disagree	1%	<p>9. <b>If I suspected someone was violating SHR’s code of ethics and business conduct, I would contact the SHR help line or one of the other options to report the suspected violation –</b></p>
Response	Percentage												
Strongly Agree	38%												
Agree	53%												
Neutral/Uncertain	7%												
Disagree	1%												
Strongly Disagree	1%												
 <p>A horizontal bar chart with a grey background and vertical grid lines at 20% intervals. The x-axis is labeled from 0% to 60%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree' (14%), light blue for 'Agree' (51%), yellow for 'Neutral/Uncertain' (28%), red for 'Disagree' (5%), and dark red for 'Strongly Disagree' (2%). A legend box on the right side of the chart contains the category names and their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>14%</td> </tr> <tr> <td>Agree</td> <td>51%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>28%</td> </tr> <tr> <td>Disagree</td> <td>5%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	14%	Agree	51%	Neutral/Uncertain	28%	Disagree	5%	Strongly Disagree	2%	<p>10. <b>I believe if the people I work with suspected someone was violating SHR’s code of ethics and business conduct, they would contact the SHR help line or one of the other options to report the suspected violation –</b></p>
Response	Percentage												
Strongly Agree	14%												
Agree	51%												
Neutral/Uncertain	28%												
Disagree	5%												
Strongly Disagree	2%												
 <p>A horizontal bar chart with a grey background and vertical grid lines at 20% intervals. The x-axis is labeled from 0% to 80%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree' (25%), light blue for 'Agree' (58%), yellow for 'Neutral/Uncertain' (14%), red for 'Disagree' (2%), and dark red for 'Strongly Disagree' (1%). A legend box on the right side of the chart contains the category names and their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>25%</td> </tr> <tr> <td>Agree</td> <td>58%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>14%</td> </tr> <tr> <td>Disagree</td> <td>2%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	25%	Agree	58%	Neutral/Uncertain	14%	Disagree	2%	Strongly Disagree	1%	<p>11. <b>If I reported a possible violation, I believe it would be investigated and resolved in an appropriate manner –</b></p>
Response	Percentage												
Strongly Agree	25%												
Agree	58%												
Neutral/Uncertain	14%												
Disagree	2%												
Strongly Disagree	1%												

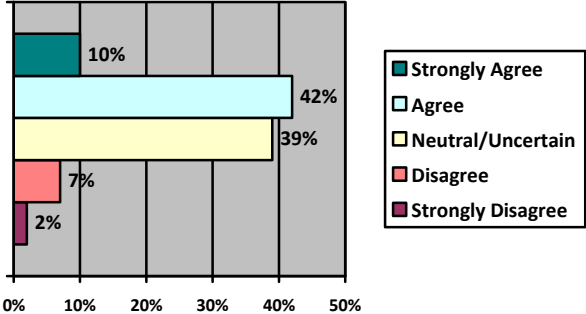
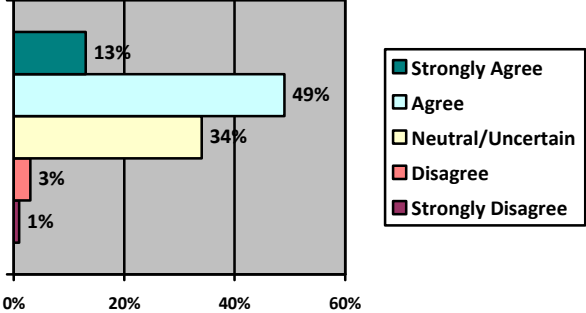
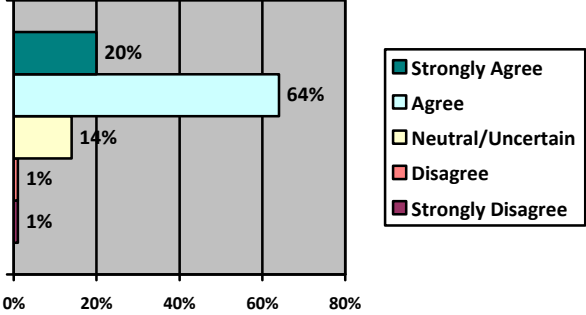
Survey Results	Analysis of Survey Results												
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Response	Percentage												
Strongly Agree	18%												
Agree	53%												
Neutral/Uncertain	25%												
Disagree	3%												
Strongly Disagree	1%												
 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>15%</td> </tr> <tr> <td>Agree</td> <td>52%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>25%</td> </tr> <tr> <td>Disagree</td> <td>5%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	15%	Agree	52%	Neutral/Uncertain	25%	Disagree	5%	Strongly Disagree	2%	<p>13. If I reported a possible violation, I would not fear retaliation of any sort –</p>
Response	Percentage												
Strongly Agree	15%												
Agree	52%												
Neutral/Uncertain	25%												
Disagree	5%												
Strongly Disagree	2%												
 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>10%</td> </tr> <tr> <td>Agree</td> <td>39%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>42%</td> </tr> <tr> <td>Disagree</td> <td>6%</td> </tr> <tr> <td>Strongly Disagree</td> <td>3%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	10%	Agree	39%	Neutral/Uncertain	42%	Disagree	6%	Strongly Disagree	3%	<p>14. I believe if the people I work with reported a possible violation, they would not fear retaliation of any sort –</p>
Response	Percentage												
Strongly Agree	10%												
Agree	39%												
Neutral/Uncertain	42%												
Disagree	6%												
Strongly Disagree	3%												

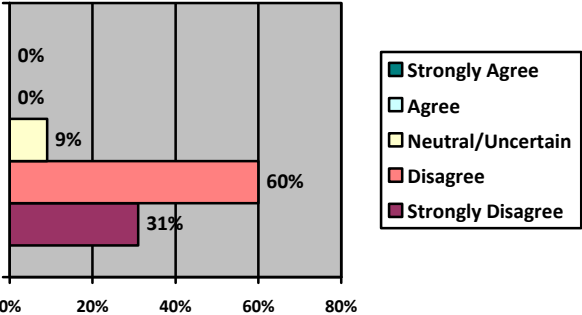
Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart showing the distribution of responses for statement 15. The x-axis represents percentages from 0% to 60%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and maroon for 'Strongly Disagree'. The data values are: Strongly Agree (45%), Agree (50%), Neutral/Uncertain (3%), Disagree (1%), and Strongly Disagree (1%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>45%</td> </tr> <tr> <td>Agree</td> <td>50%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>3%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	45%	Agree	50%	Neutral/Uncertain	3%	Disagree	1%	Strongly Disagree	1%	<p><b>15. I never feel pressured by others (co-workers or managers) to compromise SHR's ethical standards –</b></p>
Response	Percentage												
Strongly Agree	45%												
Agree	50%												
Neutral/Uncertain	3%												
Disagree	1%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for statement 16. The x-axis represents percentages from 0% to 60%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and maroon for 'Strongly Disagree'. The data values are: Strongly Agree (34%), Agree (49%), Neutral/Uncertain (15%), Disagree (1%), and Strongly Disagree (1%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>34%</td> </tr> <tr> <td>Agree</td> <td>49%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>15%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	34%	Agree	49%	Neutral/Uncertain	15%	Disagree	1%	Strongly Disagree	1%	<p><b>16. I do not believe the people I work with ever feel pressured by others (co-workers or managers) to compromise SHR's ethical standards –</b></p>
Response	Percentage												
Strongly Agree	34%												
Agree	49%												
Neutral/Uncertain	15%												
Disagree	1%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for statement 17. The x-axis represents percentages from 0% to 50%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and maroon for 'Strongly Disagree'. The data values are: Strongly Agree (3%), Agree (5%), Neutral/Uncertain (12%), Disagree (37%), and Strongly Disagree (43%).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>3%</td> </tr> <tr> <td>Agree</td> <td>5%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>12%</td> </tr> <tr> <td>Disagree</td> <td>37%</td> </tr> <tr> <td>Strongly Disagree</td> <td>43%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	3%	Agree	5%	Neutral/Uncertain	12%	Disagree	37%	Strongly Disagree	43%	<p><b>17. I would consider departing from SHR's ethical expectations as described in the code of ethics and business conduct if I believed it was in the company's best interests –</b></p>
Response	Percentage												
Strongly Agree	3%												
Agree	5%												
Neutral/Uncertain	12%												
Disagree	37%												
Strongly Disagree	43%												

Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart with five bars representing different levels of agreement. The x-axis is labeled from 0% to 60% in increments of 20%. The bars are color-coded: dark teal for 'Strongly Agree' (2%), light blue for 'Agree' (6%), yellow for 'Neutral/Uncertain' (29%), red for 'Disagree' (38%), and maroon for 'Strongly Disagree' (25%). A legend box on the right side of the chart lists these categories with their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>2%</td> </tr> <tr> <td>Agree</td> <td>6%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>29%</td> </tr> <tr> <td>Disagree</td> <td>38%</td> </tr> <tr> <td>Strongly Disagree</td> <td>25%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	2%	Agree	6%	Neutral/Uncertain	29%	Disagree	38%	Strongly Disagree	25%	<p>18. I believe the people I work with would consider departing from SHR's ethical expectations as described in the code of ethics and business conduct if they believed it was in the company's best interests –</p>
Response	Percentage												
Strongly Agree	2%												
Agree	6%												
Neutral/Uncertain	29%												
Disagree	38%												
Strongly Disagree	25%												
 <p>A horizontal bar chart with five bars representing different levels of agreement. The x-axis is labeled from 0% to 60% in increments of 20%. The bars are color-coded: dark teal for 'Strongly Agree' (5%), light blue for 'Agree' (30%), yellow for 'Neutral/Uncertain' (19%), red for 'Disagree' (28%), and maroon for 'Strongly Disagree' (18%). A legend box on the right side of the chart lists these categories with their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>5%</td> </tr> <tr> <td>Agree</td> <td>30%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>19%</td> </tr> <tr> <td>Disagree</td> <td>28%</td> </tr> <tr> <td>Strongly Disagree</td> <td>18%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	5%	Agree	30%	Neutral/Uncertain	19%	Disagree	28%	Strongly Disagree	18%	<p>19. I believe all requirements of SHR's code of ethics and business conduct must be complied with under any circumstances –</p>
Response	Percentage												
Strongly Agree	5%												
Agree	30%												
Neutral/Uncertain	19%												
Disagree	28%												
Strongly Disagree	18%												
 <p>A horizontal bar chart with five bars representing different levels of agreement. The x-axis is labeled from 0% to 60% in increments of 20%. The bars are color-coded: dark teal for 'Strongly Agree' (4%), light blue for 'Agree' (27%), yellow for 'Neutral/Uncertain' (34%), red for 'Disagree' (24%), and maroon for 'Strongly Disagree' (11%). A legend box on the right side of the chart lists these categories with their corresponding colors.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>4%</td> </tr> <tr> <td>Agree</td> <td>27%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>34%</td> </tr> <tr> <td>Disagree</td> <td>24%</td> </tr> <tr> <td>Strongly Disagree</td> <td>11%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	4%	Agree	27%	Neutral/Uncertain	34%	Disagree	24%	Strongly Disagree	11%	<p>20. I believe the people I work with feel all requirements of SHR's code of ethics and business conduct must be complied with under any circumstances –</p>
Response	Percentage												
Strongly Agree	4%												
Agree	27%												
Neutral/Uncertain	34%												
Disagree	24%												
Strongly Disagree	11%												

Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart with a grey background and white grid lines at 20% intervals. The x-axis is labeled from 0% to 60%. Five bars represent different levels of agreement: 'Strongly Agree' (dark teal, 24%), 'Agree' (light blue, 55%), 'Neutral/Uncertain' (yellow, 12%), 'Disagree' (red, 7%), and 'Strongly Disagree' (dark red, 2%). A legend on the right side of the chart identifies each color with its corresponding response category.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>24%</td> </tr> <tr> <td>Agree</td> <td>55%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>12%</td> </tr> <tr> <td>Disagree</td> <td>7%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	24%	Agree	55%	Neutral/Uncertain	12%	Disagree	7%	Strongly Disagree	2%	<p>21. I perceive that all employees are held to the same ethical standards –</p>
Response	Percentage												
Strongly Agree	24%												
Agree	55%												
Neutral/Uncertain	12%												
Disagree	7%												
Strongly Disagree	2%												
 <p>A horizontal bar chart with a grey background and white grid lines at 20% intervals. The x-axis is labeled from 0% to 60%. Five bars represent different levels of agreement: 'Strongly Agree' (dark teal, 13%), 'Agree' (light blue, 48%), 'Neutral/Uncertain' (yellow, 30%), 'Disagree' (red, 7%), and 'Strongly Disagree' (dark red, 2%). A legend on the right side of the chart identifies each color with its corresponding response category.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>13%</td> </tr> <tr> <td>Agree</td> <td>48%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>30%</td> </tr> <tr> <td>Disagree</td> <td>7%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	13%	Agree	48%	Neutral/Uncertain	30%	Disagree	7%	Strongly Disagree	2%	<p>22. I believe the people I work with perceive that all employees are held to the same ethical standards –</p>
Response	Percentage												
Strongly Agree	13%												
Agree	48%												
Neutral/Uncertain	30%												
Disagree	7%												
Strongly Disagree	2%												
 <p>A horizontal bar chart with a grey background and white grid lines at 20% intervals. The x-axis is labeled from 0% to 60%. Five bars represent different levels of agreement: 'Strongly Agree' (dark teal, 17%), 'Agree' (light blue, 51%), 'Neutral/Uncertain' (yellow, 27%), 'Disagree' (red, 4%), and 'Strongly Disagree' (dark red, 1%). A legend on the right side of the chart identifies each color with its corresponding response category.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>17%</td> </tr> <tr> <td>Agree</td> <td>51%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>27%</td> </tr> <tr> <td>Disagree</td> <td>4%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	17%	Agree	51%	Neutral/Uncertain	27%	Disagree	4%	Strongly Disagree	1%	<p>23. The officers of this company “walk the talk” with regard to ethical conduct –</p>
Response	Percentage												
Strongly Agree	17%												
Agree	51%												
Neutral/Uncertain	27%												
Disagree	4%												
Strongly Disagree	1%												



Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart showing the distribution of responses for statement 24. The x-axis represents the percentage of respondents from 0% to 50%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are labeled at the end of each bar.</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>10%</td> </tr> <tr> <td>Agree</td> <td>42%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>39%</td> </tr> <tr> <td>Disagree</td> <td>7%</td> </tr> <tr> <td>Strongly Disagree</td> <td>2%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	10%	Agree	42%	Neutral/Uncertain	39%	Disagree	7%	Strongly Disagree	2%	<p>24. I believe the people I work with feel the officers of this company “walk the talk” with regard to ethical conduct –</p>
Response Category	Percentage												
Strongly Agree	10%												
Agree	42%												
Neutral/Uncertain	39%												
Disagree	7%												
Strongly Disagree	2%												
 <p>A horizontal bar chart showing the distribution of responses for statement 25. The x-axis represents the percentage of respondents from 0% to 60%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are labeled at the end of each bar.</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>13%</td> </tr> <tr> <td>Agree</td> <td>49%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>34%</td> </tr> <tr> <td>Disagree</td> <td>3%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	13%	Agree	49%	Neutral/Uncertain	34%	Disagree	3%	Strongly Disagree	1%	<p>25. The disciplinary actions that I am aware of seem to be fair and consistent –</p>
Response Category	Percentage												
Strongly Agree	13%												
Agree	49%												
Neutral/Uncertain	34%												
Disagree	3%												
Strongly Disagree	1%												
 <p>A horizontal bar chart showing the distribution of responses for statement 26. The x-axis represents the percentage of respondents from 0% to 80%. The y-axis lists five response categories. The bars are colored: dark teal for 'Strongly Agree', light blue for 'Agree', yellow for 'Neutral/Uncertain', red for 'Disagree', and purple for 'Strongly Disagree'. The data values are labeled at the end of each bar.</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>20%</td> </tr> <tr> <td>Agree</td> <td>64%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>14%</td> </tr> <tr> <td>Disagree</td> <td>1%</td> </tr> <tr> <td>Strongly Disagree</td> <td>1%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	20%	Agree	64%	Neutral/Uncertain	14%	Disagree	1%	Strongly Disagree	1%	<p>26. SHR’s code of ethics and business conduct provides me useful guidance when making business decisions and conducting my work –</p>
Response Category	Percentage												
Strongly Agree	20%												
Agree	64%												
Neutral/Uncertain	14%												
Disagree	1%												
Strongly Disagree	1%												

Survey Results	Analysis of Survey Results												
 <p>A horizontal bar chart titled 'Survey Results' showing the distribution of responses for statement 27. The x-axis represents percentages from 0% to 80% in increments of 20%. The y-axis lists five response categories with their corresponding percentages: Strongly Agree (0%), Agree (0%), Neutral/Uncertain (9%), Disagree (60%), and Strongly Disagree (31%). A legend on the right side of the chart identifies the colors for each category: dark blue for Strongly Agree, light blue for Agree, yellow for Neutral/Uncertain, red for Disagree, and purple for Strongly Disagree.</p> <table border="1"> <thead> <tr> <th>Response Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>0%</td> </tr> <tr> <td>Agree</td> <td>0%</td> </tr> <tr> <td>Neutral/Uncertain</td> <td>9%</td> </tr> <tr> <td>Disagree</td> <td>60%</td> </tr> <tr> <td>Strongly Disagree</td> <td>31%</td> </tr> </tbody> </table>	Response Category	Percentage	Strongly Agree	0%	Agree	0%	Neutral/Uncertain	9%	Disagree	60%	Strongly Disagree	31%	<p><b>27. I am aware of a violation of SHR's code of ethics and business conduct that has not been addressed by management –</b></p>
Response Category	Percentage												
Strongly Agree	0%												
Agree	0%												
Neutral/Uncertain	9%												
Disagree	60%												
Strongly Disagree	31%												