

# *Code of Conduct*

*For over 10,000 years, our shareholders, the Inupiat, have held that every Inupiaq is responsible to all other Inupiat for the survival of the tribe, and its cultural legacy. With guidance and support from the Elders, they retain, teach and live the Inupiat way through their values, which have become the foundation for our corporate vision and beliefs.*

*We, the collective employee community of TKC Communications, as members of the extended NANA family, commit to teach and live the values of the tribe in our work. Our decisions, actions and behaviors are inspired by our Inupiat Ilitqusiat Values, and grounded in NANA's core principles of honesty, integrity, commitment, dignity and respect.*

*Therefore we declare and commit:*

***Honesty and Integrity govern our activities.** Honesty and integrity will guide our relationships with one another; with our customers, vendors, and shareholders. There are no exceptions.*

***Commitments made will be fulfilled.***

*We will deliver what we promise, when promised, and in the manner promised. Commitments to our employees, our customers, our vendors and our co-workers will be honored.*

***All individuals are treated with dignity and respect.***

*Everyone will be treated with dignity, respect and in a fair manner at all times. The values of our Inupiaq shareholders will be reflected in everything that we do. We embrace the diversity of our workforce, and the uniqueness of each employee.*