



Code of Conduct and Ethics

The Northeast Public Power Association (NEPPA) was founded in 1965 to help its members and the public power industry embrace continuous improvement and pursue excellence. NEPPA's vision is to be the most valuable utility resource and training organization in the Northeast. Our mission is to develop and unite public utility professionals by advancing their knowledge, capabilities, and voice in the industry and workplace.

NEPPA embraces five core values:

- *A focus on public power and community*
- *A passion for safety*
- *Training excellence*
- *Collaboration and innovation*
- *Industry leadership*

In order to best realize our vision and mission, NEPPA is committed to ensuring all employees, board members and committee members honor our core values and operate within this Code of Conduct and Ethics.

NEPPA is dedicated to supporting a culture of an inclusive and diverse membership. This code is to be followed at all times:

- ***Uphold honest and ethical conduct.*** Conduct includes ethical handling of any actual, potential or perceived conflicts of interest and prevent or deter any wrongdoing. Please refer to NEPPA's Conflict of Interest Policy, (Addendum A).
- ***Ensure compliance.*** Adhere to all applicable laws, governmental rules and regulations.
- ***Conduct yourself professionally.*** Treat all people with dignity, respect and consideration.
- ***Support NEPPA's business interests.*** Operate with integrity when handling confidential or proprietary information. Adhere to NEPPA's Communication's Policy, (Addendum B).
- ***Commit and participate.*** Show up, be prepared and engage.