



DEPARTMENT: Compliance	POLICY DESCRIPTION: Pediatrix Code of Professional Conduct-Finance
PAGE: 1 of 1	REVIEW DATE: August 1, 2022
EFFECTIVE DATE: August 1, 2022	REFERENCE NUMBER: COMPLY.022

SCOPE:

The Mission of PMG Services, Inc. includes the promotion of professional conduct in matters of finance and financial management. Associates with access to, and responsibility for, the finances of PMG Services, Inc. hold an important and elevated role in corporate governance in that they are uniquely capable and empowered to ensure that the interests of shareholders are appropriately served.

PURPOSE:

This Code of Professional Conduct-Finance (the “Code”) provides principles under which PMG Services, Inc. finance associates are expected to govern their conduct.

POLICY:

Finance associates are expected to abide by this Code and any other applicable policies or guidelines of PMG Services, Inc. Any violations of this Code of Professional Conduct-Finance may result in disciplinary action, including possible termination of employment.

PROCEDURE:

This Code is applicable to all associates with access to, and responsibility for, matters of finance and financial management, including the Chief Executive Officer and Chief Financial Officer. All such associates will:

- Act with honesty and integrity, avoiding actual or apparent conflicts of interest in personal and professional relationships.
- Provide information that is accurate, complete, objective, relevant, timely and understandable.
- Comply with rules and regulations of federal, state, and local governments, and other appropriate private and public regulatory agencies.
- Act in good faith, responsibly, with due care, competence and diligence, without misrepresenting material facts or allowing one's independent judgment to be subordinated.



- Respect the confidentiality of information acquired in the course of one's work except when authorized or otherwise legally obligated to disclose.
- Recognize and respect the fact that confidential information acquired in the course of one's work may not be used for personal advantage.
- Share knowledge and maintain skills important and relevant to performance of his or her duties and responsibilities.
- Proactively promote and be an example of ethical behavior as a responsible partner among peers, in the work environment and the community.
- Participate in the implementation of internal controls to achieve responsible use of and control over all assets of PMG Services, Inc.