

CONFLICTS OF INTEREST

Integrity in a business relationship means that all participants are working together for the common good and are not making decisions based on self-interest. You have a responsibility to conduct your personal and business affairs so as to avoid situations and relationships that involve actual or potential conflicts of interest, or even the appearance of a conflict of interest unless the situation or relationship has been presented to, and approved in writing by, Cascade's Chief Executive Officer or Chief Financial Officer as being fair to, and actually or potentially to the benefit of, Cascade (situations or relationships involving Cascade officers or directors must have the prior approval of Cascade's Board of Directors).

If you act, or appear to be acting in your own self-interest, or in the interest of a Cascade competitor, you lose the trust of customers, consumers and business partners, and Cascade's reputation is damaged.

Generally, a conflict of interest arises whenever an employee's personal or financial interests differ or could potentially differ from his or her responsibilities to Cascade or from Cascade's best interests. In some cases, the activities of a spouse, domestic partner or an immediate family member can also create a conflict of interest. Put another way, a conflict of interest is created whenever an activity, association or relationship might impair your independent exercise of judgment in Cascade's best interest.

Examples of situations that could be perceived as conflicts of interest and which therefore are not permitted without prior approval as above, are:

- Conducting Cascade business with a firm owned, partially owned or controlled by an employee or an employee's relatives.
- Owning a financial interest in Cascade's vendors, customers or competitors (ownership of less than 1% of the stock of a publicly traded company that competes or does business with Cascade is permissible).
- Performing work, with or without compensation, for a competitor, governmental or regulatory entity, customer or supplier of Cascade, or doing any work for a third party that may adversely affect your performance or judgment on the job or diminish your ability to devote the necessary time and attention to your duties.
- Using Cascade property, materials, supplies, funds or other resources for personal purposes.

These situations, and others like them, where loyalties to Cascade could be compromised, must be avoided absent approval. Similarly, Cascade cannot make loans to, or guarantee loans to, any officer, Director or employee. If you believe you or others are involved in a potential conflict of interest, you must discuss it with one of the points of contact noted in this code.