INDEPENDENT CONTRACTOR
CODE OF CONDUCT

The Switch Enterprises, LLC (“THE SWITCH”) (formerly known as, Beers Enterprises, LLC ) has the highest ethical standards and expects the same of any individual or entity with which it does business. This Code of Conduct sets forth THE SWITCH’s expectations of any and all Independent Contractors performing services (“Services”) for THE SWITCH, and may be amended from time to time at THE SWITCH’s sole discretion.

I. COMPLIANCE WITH APPLICABLE LAWS
THE SWITCH expects Independent Contractors to perform Services with integrity and to comply with all applicable laws and regulations.

The following are among the practices that are prohibited:

i. Bribing
ii. Acting with a conflict of interest
iii. Falsification of documents
iv. Collusive bidding
v. Price fixing
vi. Price discrimination
vii. Unfair trade practices in violation of antitrust laws
viii. Payments to foreign government officials to assist in obtaining or retaining business

II. HOURS AND WAGES
Independent Contractors should provide wages and benefits to its employees in compliance with applicable law.

The following are among the practices that are prohibited:

i. Violating any laws regarding working and overtime hours
ii. Requiring total working hours that exceed the allowable limit under applicable law
iii. Violating legal minimum wage laws and regulations
III. DISCRIMINATION
THE SWITCH is committed to a work environment in which all individuals are treated with respect and dignity.

Discrimination based on any of the following characteristics are prohibited:
i. Race
ii. Color
iii. Religion
iv. National origin
v. Age
vi. Disability
vii. Alienage
viii. Any other characteristic protected by law

IV. HARRASSMENT
THE SWITCH expects any interaction with both the Independent Contractor’s and THE SWITCH’s employees and suppliers during the performance of Independent Contractor’s Services to be professional, respectful, and in compliance with all applicable laws.

Prohibited harassment includes, but is not limited to, the following:
i. Unwanted sexual advances or requests for sexual favors
ii. Sexual jokes and innuendo
iii. Verbal abuse of a sexual nature
iv. Commentary about an individual’s body
v. Sexual prowess or sexual deficiencies
vi. Leering, catcalls or touching
vii. Insulting or obscene comments or gestures
viii. Display or circulation of sexually suggestive material
ix. Other physical, verbal or visual conduct of a sexual nature

XII. ETHICAL STANDARDS
THE SWITCH expects Independent Contractor to act with the highest ethical standards.

Independent Contractor shall not commit or should not have previously committed any act which might reasonably be considered:

i. to be immoral, deceptive, scandalous or obscene; or
ii. to injure, tarnish, damage or otherwise negatively affect the reputation and goodwill associated with THE SWITCH or its brands.