

# Code of Conduct



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# The Banner | Aetna Way

## Our Fundamentals

The Banner | Aetna Way fundamentals are the essence of who we are and how we conduct business. We created these values together as a team, and each of our employees is committed to living out these statements in their day-to-day operations. We believe that these core values speak to our promise to provide high standard, quality care to Banner | Aetna members and our community.

### **#1 NEVER FORGET WHY WE ARE HERE**

Fix healthcare. The current path is unsustainable. Be courageous and drive the change our industry so desperately needs. Do it for our friends, families, and future generations. Solutions are in reach!

### **#2 FIND A WAY**

Take personal responsibility for making things happen. Respond to every situation by looking for how we can do it, rather than accepting that it can't be done. Be resourceful and show initiative. Don't make excuses or wait for others to solve the problem. See issues through to their completion. Challenge and expect others throughout the organization to do the same.

### **#3 DISRUPT THE STATUS QUO**

Regularly reevaluate every aspect of your work to find ways to improve. Rethink and challenge processes that don't deliver on the brand. Don't be satisfied with the status quo. "Because we've always done it that way" is not a reason at Banner | Aetna. Guard against complacency. If it's a piece of crap, speak up and change it.

#### **#4 DRIVE INNOVATION**

Take intelligent risks. Innovation, improvement, and success don't come from playing it safe. They come from a thoughtful and intentional willingness to try the unconventional and to ask, "What if?" We're a new company. Try a new way. Think differently. Create the future of healthcare.

#### **#5 DELIVER LEGENDARY SERVICE**

It's all about the experience. With every experience, do the little things, as well as the big things, that surprise people. Make every interaction stand out for its helpfulness. Create the "WOW" factor that turns customers into raving fans. This includes both internal and external customers. Seize the opportunity to shine!

#### **#6 PRACTICE COLLABORATIVE PROBLEM SOLVING**

Demonstrate a relentless solution focus, rather than pointing fingers or dwelling on problems. Perform a "results autopsy" when things go wrong. Get smarter with every mistake. Learn from every experience. Don't blame the broker for the lost sale – or the provider for the termed contract – or the customer for not renewing – or your teammate for not following up. Knowing the outcome, what could you have done differently to improve the result? Apply that learning and share with others

#### **#7 ASSUME POSITIVE INTENT**

Work from the assumption that people are good, fair, and honest, and that the intent behind their actions is positive. Set aside your own judgments and preconceived notions. Give people the benefit of the doubt.

#### **#8 BE PROACTIVE**

Solve problems *before* they happen by thinking strategically, anticipating future issues, planning for contingencies, and addressing them in advance. Work with appropriate lead times. Preventing issues is always better than fixing them.

#### **#9 FOSTER HEALTHY RELATIONSHIPS**

Get to know your customers, partners, and co-workers on a more personal level. Treat everyone with the dignity and respect they deserve. Talk more and e-mail less. Understand what makes others tick and what's important to them. Have each other's backs. Strong relationships enable us to more successfully work through difficult issues and challenging times.

#### **#10 BE CURIOUS**

In the search for the best solutions, challenge and question what you don't understand or doesn't deliver on the Banner|Aetna brand. Don't accept anything at "face value" if it doesn't make sense to you. Be curious, ask thoughtful questions, and listen intently to the answers. Dig deeper to go beyond the expected. Ask the extra question.

### **#11 FOCUS ON YOUR CUSTOMER**

In all situations, do what's best for your customer, even if it's to our own short-term detriment. Put their needs ahead of our own. There's no greater way to build a reputation than to steadfastly do what's right for others. Every day.

### **#12 CELEBRATE SUCCESS**

Celebrate the many successes we have. Recognize people doing things right rather than pointing out when they do things wrong. Regularly extend *meaningful* acknowledgment and appreciation — in all directions throughout our organization.

# Living Our Code of Conduct

## Introduction

We at Banner | Aetna (the “Company”) are in the business of helping to improve people’s lives. It sounds simple, but sometimes it isn’t. Tough issues can get in our way. This Code of Conduct (“Code”) is intended to help resolve ethics and compliance issues by providing the information, tools, and resources necessary to make good decisions. Making good decisions isn’t always easy. Competing interests, approaching deadlines and outside distractions can make good decision-making a challenge. When faced with business decisions that may affect the reputation of Banner | Aetna, we use the framework below.

- 1. Should I be troubled by this? Is this consistent with Banner | Aetna values?**
- 2. Who will be affected by my decisions? How will they be affected?**
- 3. What’s my responsibility to act? What will happen if I don’t act?**
- 4. What are the ethical considerations?**
- 5. Who needs to be involved in making this decision?**
- 6. Am I being true to myself and to the values of Banner | Aetna? How would my actions appear to customers or the public?**

Answers to these questions can help guide your thought process when faced with tough decisions – but this approach isn’t perfect, and neither is this Code. No code can give answers for every situation that may arise. In the end, Banner | Aetna relies on each colleague to use sound judgment to make the right decision and, when necessary, the tough choice. It is important to read this Code and understand the roles and responsibilities of a Banner | Aetna colleague.

## Scope

This Code applies to everyone in the Company, including the Board of Directors and all colleagues, when doing work for Banner | Aetna. The same high ethical standards apply to all, regardless of job or level in the organization. In certain circumstances, this Code also applies to contractors and temporary colleagues. It is the responsibility of every colleague to be familiar with all policies and procedures relevant to their job functions.

## Compliance with the Law and the Highest Ethical Standards

Banner | Aetna is committed to upholding the highest ethical standards and complying with applicable laws and regulations, federal health care program requirements, this Code and our Company policies or requirements.

Policies and procedures provide more information about many of the topics in this Code. In the unlikely event a waiver of, or amendment to, the Code seems to be necessary, contact your Compliance Officer or legal contact.

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## Seeking Guidance and Reporting Issues

When you are looking for guidance, the first step is to consult your supervisor. When consulting with your supervisor does not seem reasonable, consider approaching another manager, your department head or anyone else in your management chain.

**As a Banner | Aetna employee or board member, you may use the Aetna Ethics Line to report problems or issues or ask questions.**

In addition to reporting problems or issues to your supervisor or the Ethics Line, you also have an obligation to report certain events that could impact Banner | Aetna.

Please note that any convictions involving controlled substances, convictions involving Medicare, Medicaid or any state or federally funded program, and convictions that could result in exclusion from participation in any State or Federal health care program must always be reported.

Please see the Resources section later in this Code for additional resources for seeking guidance and reporting issues, including the Ethics Line. You may use one of these resources if it seems more appropriate to the situation. It also may be helpful to consult applicable policies, procedures, and the Code.

You have an obligation to report certain events that could impact Banner | Aetna. You have an affirmative obligation to report if you have been placed on any state or federal exclusion lists, including the US Department of Health and Human Services Office of Inspector General (OIG) and/or General Services Administration (GSA); if any of your health care professional licenses have received disciplinary actions; if any of your employment related professional licenses have expired, or been revoked and/or sanctioned; or if you have been convicted of a criminal offense other than a minor traffic violation. For purposes of this reporting obligation, a "conviction" includes:

- \* Finding a guilt against you;
- \* A court's acceptance of a plea of guilty or no contest from you;
- \* Your entrance into a pretrial agreement to avoid conviction; or
- \* Your entrance into a First Offender, deferred adjudication, pardon program or other arrangement or program where a judgement of conviction has been withheld.

However, the term "conviction" does not include:

- \* Arrests or charges that did not result in a conviction;
- \* Convictions that have been judicially dismissed, erased, or sealed, expunged; or
- \* Convictions that state law does not permit an employer to consider.



You may call the **Banner | Aetna Ethics Line** anonymously and toll-free at (844) 889-4460.

[www.CVSHealth.com/EthicsLine](http://www.CVSHealth.com/EthicsLine)

## Non-Retaliation

Banner | Aetna prohibits retaliating against anyone for raising, in good faith, a legal ethical, or safety concern or cooperating with an investigation. Retaliation can also be against the law, leading to potential civil liability and criminal penalties. No one may seek revenge against, or try to "get even" with, any colleague who makes a good faith report, regardless of who is implicated.

Retaliation is taken very seriously by the Company, and if it occurs it will result in discipline up to, and including, termination of employment.

**Earning the  
trust of our  
customers**



## Professional Practices

Due to the nature of certain roles, some of us are required to maintain current professional licensure, certification or registration and follow the code of ethics of their professional organizations. Additionally, the Company always maintains federal and state licenses as required by its business activities.

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When documenting the professional services you provide, all entries must be accurate and truthful.

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You must:

- Provide professional services only if you have the required license, certification, or registration.
- Keep required, professional credentials up to date if you perform duties that require credentialing.
- Immediately notify the Ethics Line and your supervisor if your employment related license is expired, revoked, sanctioned or a state or federal regulatory agency has taken any action that will negatively impact your license or ability to perform your job duties.
- Notify the Ethics Line immediately if you have been convicted of a crime, with the exceptions as noted on page 7.

## Privacy and Security of Personal Information

Our role in the health care industry requires us to collect and maintain personal information of those we serve. This information is protected under federal and state privacy and security laws; and includes “Protected Health Information” (PHI) and “Personally Identifiable Information” (PII). These laws require PHI and PII be handled in a confidential manner. International privacy laws may also apply to certain information.

PHI is personally identifiable information we receive in connection with our provision of health care, health plan, or pharmacy benefit services, and can be used to identify a person. PHI relates to an individual’s health care or status, including payment for that care, but also includes information like the person’s telephone number if we receive it when providing health care services or benefits.

PII is information that can identify a person, either by itself or when combined with other information.

You should always remember that those we serve, including colleagues using our services, count on us to protect their personal information. In addition, protecting PHI, PII and the confidentiality of those we serve is a condition of employment with Banner | Aetna.

## Commitment to Quality and Safety

Banner | Aetna is committed to providing safe and high-quality products and services to our patients, customers, and clients.

Our culture of safety is the foundation for the Company's robust efforts to continually improve patient safety and quality of health care delivery. Our services are delivered by trained professionals who are required to maintain applicable licensure or certification requirements for the services they provide. All of our colleagues receive training to perform their roles in accordance with Banner | Aetna policies and applicable laws and regulations.

Banner | Aetna sources products from suppliers that meet our high standards for safety and quality, and who comply with the principles set forth in our Banner | Aetna Supplier Ethical Standards. We have a quality assurance program that ensures all products comply with regulatory requirements and internal policies.

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Always remember to use and disclose the minimum necessary amount of information.

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You should only use and disclose the minimum necessary amount of personal information :

Minimum necessary use means that we:

- Remove all identifiers sharing information whenever possible;
- Share PHI and PII with the minimum number of people; and
- View only the minimum amount of information required.
- Never view patient, plan member or colleague personal information out of curiosity.
- Appropriately dispose of unneeded copies of documents containing PHI or PII.
- Keep documents with confidential information secure and out of sight. Never leave PHI or PII active on computers, tablets sitting at a printer, in fax machines or other generally accessible areas.
- Ensure PHI and PII transmitted or transported outside the Company sent securely.

The privacy and personal information of those we serve is central to what we do at Banner | Aetna. Violating these or other privacy requirements will result in disciplinary action up to and including termination, even for a first offense. Violations may also result in civil and/or criminal penalties.



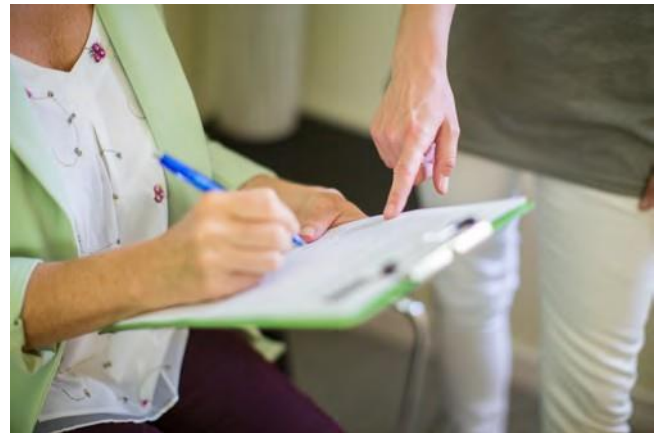
### Compromised PHI or PII

If you believe or suspect a use or disclosure of PHI or PII was not permitted, report it to the Privacy Office, even if the disclosure was unintentional or a mistake. Make your report without delay.

**Privacy Office (Legal Department)**

**(866) 443-0933**

**PrivacyOffice@CVSHealth.com**



### Question

If I have questions about PHI/PII that may have been sent to the wrong person, where can I go for guidance?

### Answer

Report any concern about an improper disclosure of PHI/PII to the Privacy Office at [PrivacyOffice@CVSHealth.com](mailto:PrivacyOffice@CVSHealth.com).

# Acting with Integrity

## Financial Integrity

The Sarbanes-Oxley Act of 2002 (SOX) requires certain Company leaders to certify to the truth and accuracy of the Company financial statements. SOX also mandates that we maintain appropriate financial controls, report significant fraud, and keep detailed and accurate records of all our business operations. We will maintain books, records, and accounts that accurately reflect the business transactions and assets of Banner | Aetna. If you have a role in the public financial communications, make sure disclosures are full, fair, accurate, timely and understandable.

## Confidential and Proprietary Information

Confidential and proprietary information such as trade secrets (which may include certain Company policies and/or procedures), technological advances, customer lists, knowledge of acquisitions or divestitures and financial data are some of the Company's most valuable business assets. This includes information that might be of use to competitors or harmful to the Company or those we serve if disclosed to others. To determine whether or not information is proprietary, consider whether information that is handled or shared on the job might give our competitors an unfair advantage if disclosed to them.

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Use proprietary information only for job-related purposes, never for personal gain or to the detriment of Banner | Aetna.

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Ensure you are in compliance with our distribution of policies and procedures to outside parties if you are asked to produce a Banner | Aetna policy or procedure.

## Responsible Use of Technology

Banner | Aetna is committed to appropriate use of technology in our business operations. As a company, we have a commitment to foster trust and transparency with our customers, clients, and patients. We have taken important steps to ensure that we create and deploy technologies, including Artificial Intelligence (AI), in a way that is consistent, compliant, safe, and responsible. As AI technologies become increasingly important and impactful in transforming health care, it is critical that our colleagues understand and follow policies and procedures we have implemented for responsible use of all technologies, including AI.

## Conflicts of Interest

A "conflict of interest" may arise when personal interests or activities appear to improperly influence our ability to act in the best interests of the Company. Situations involving a conflict of interest may not always be obvious or easy to resolve.

### Some circumstances that may present an actual or potential conflict of interest include, but are not limited to:

- Outside employment;
- Participation in outside organizations including board positions;
- You or a close relative or domestic partner residing within the same household, having a financial interest in a Banner | Aetna competitor, vendor, or customer;
- Use of Company assets for certain purposes;
- Employment of relatives; and
- Intimate or romantic workplace relationships.

For further details as to what may qualify as a potential conflict of interest, please consult **Appendix A**. If any transaction or relationship could lead to a conflict of interest for a corporate officer or a member of the Board of Directors, disclose it to the Compliance Officer, who will notify the Board of Directors. Conflicts of interest involving the Compliance Officer also must be disclosed to the Board of Directors. Additionally, certain colleagues may also be required to sign an annual Conflicts of Interest Certification.

## Conflicts of Interest Disclosure

Colleagues must make prompt and full disclosure of any situation that may involve an actual or potential conflict of interest. Colleagues should contact their manager, Compliance Officer, or Ethics Line to make such disclosures, or to report any questions, problems or issues regarding conflicts of interest.

## Producer Disclosure to Customers

Working with brokers or other producers could create real or apparent conflicts of interest. Customers should understand our financial arrangements with producers and colleagues must follow Banner | Aetna's rules for disclosing relationships with producers. Ask your manager, Compliance Officer, or legal contact if you have questions.

## Asset Protection

The Company's physical assets include items such as inventory, office, vehicles, supplies, reports and records, telephones, computers, laptops, tablets, and any other tangible property that Banner | Aetna owns, rents or leases. Assets may also be non-physical, for example, the Company name, logo, trade secrets, strategies, and customer information. Protecting Banner | Aetna assets against loss, theft or other misuse is the responsibility of every colleague because it directly impacts our profitability and our reputation.

## Don't engage in prohibited outside employment activity

When circumstances warrant, Banner | Aetna reserves the right to require any colleague, while on duty or on Banner | Aetna property, to submit to a non-invasive inspection of their person, vehicle, uniform, locker, package, handbag, briefcase, or personal property. Banner | Aetna also reserves the right to monitor communication tools, including the content and usage of email and voicemail, and any such communications which are the sole property of Banner | Aetna including any and all communications regarding Banner | Aetna business on colleagues' personal devices. Banner | Aetna reserves the right to temporarily take possession of any personal device(s) used to communicate Banner | Aetna business to image relevant communications.

You should:

- Only use the Banner | Aetna name for authorized Company business and never in connection with personal activities;
- Use computer information, including email, primarily for business purposes because it is the property of the Company and not of the colleague; and
- Not share user access credentials (e.g., IDs and passwords) with anyone, for any purpose, including but not limited to gaining access to any system.





## Insider Trading Laws

It is generally against federal law to trade stocks or other securities of a public company if we have material non-public information about that company.

Information is considered material if it would likely affect the stock price or an investor's decision to buy, hold or sell the stock. Nor may we "tip" or pass information on to others to trade, if the "tip" is based on information that is not available to the public. We will always review and abide by all insider trading and securities laws, regulations, and policies applicable to securities transactions and nonpublic information.

Please note that either positive or negative information may be material. For questions or if you have any concerns as to whether information you possess may be considered material non-public information, employees and officers should contact your Compliance Officer or legal contact.

### Information that may be regarded as material may include, but is not limited to:

- Unannounced projections of future earnings or losses;
- Significant pending or proposed mergers, acquisitions, or financing transactions;
- Major changes in senior management;
- Anticipated financial information that departs from what the market would expect;
- Confidential and proprietary information about our business partners; or
- Winning or losing a key client.

Although the Banner | Aetna stock trading policy applies to all directors, officers and colleagues of Banner | Aetna and its subsidiaries and affiliates, additional restrictions regarding Company stock trading apply to: (1) members of the Board of Directors and executive officers of Banner | Aetna, as well as designated officers and colleagues of the Company or its principal operating subsidiaries who are regularly in possession of material non-public information; (2) designated officers and colleagues of the Company or its principal operating subsidiaries who may frequently possess material non-public information due to their knowledge of the Company's financial reporting process; and (3) other colleagues possessing material non-public information that are designated by the Company due to their role in projects that are material to the Company. These individuals are considered Key Persons.

## Disclosure of Non-Public Material Information

Colleagues and members of the Board of Directors are not permitted to make any disclosure of material, non-public information about the Company to any person or entity outside the Company unless confirmed by legal. If a colleague or member of the Board of Directors of Banner | Aetna believes that a disclosure of material non-public information about the Company has occurred, he or she must immediately notify their Compliance Officer or legal contact.

## Requests for Information from the investment community

Colleagues and members of the Board of Directors are not permitted to speak with members of the investment community, including "brokers" or any persons attempting to arrange consultations, regarding information about the Company unless it has been explicitly authorized in advance. This prohibition includes the sharing of information about any issues relating to our Company, including our policies, procedures, operations, customer service, or client service issues or positions/opinions on any issues concerning our business.

## Charitable Contributions

All Charitable contributions are coordinated through the Company to ensure giving is consistent with all applicable laws, rules, and regulations.

## Records Retention and Management

Banner | Aetna works to ensure we handle and maintain all Company records in accordance with our records management program where applicable, and provides colleagues, contingent workers and suppliers with direction and support in properly managing our records throughout their life cycle. Records used by professionals, such as pharmacists and nurses, must follow all regulatory and accreditation standards and requirements. We never destroy records subject to audit, pending investigation or pending litigation until the audit, investigation or litigation is completed, even if they have reached the end of the required retention period. We must always manage records according to our records management program.



# Respecting Colleagues



# Diversity, equity, and inclusion

Our workforce is our greatest strength. We come from different places and cultures and have a variety of experiences, skills, and talents. We embrace these differences to work as a team treating each other with integrity and respect. We believe encouraging diversity and inclusion among our colleagues leads up to superior business results.

## Non-Discrimination, harassment, and retaliation

Banner | Aetna is committed to maintaining a workplace environment free from discrimination, harassment, and retaliation. Our continued success depends on the full participation of all our colleagues — regardless of race (including physical characteristics that our historically associated with race, such as natural hair, hair texture, hair type, and protective hairstyles), ethnicity, ancestry, color, religion, creed, sex/gender (including pregnancy, childbirth, breastfeeding or pregnancy related conditions), national origin, sexual orientation, gender identity or expression, physical or mental disability, reproductive health decision-making, medical condition, age, veteran status, military status, height, weight, marital status, genetic information, citizenship or immigration status, unemployment status, political affiliation, legally protected medical leaves (requested or approved), or on any other basis or characteristic prohibited by applicable federal, state or local law. We recruit, hire, train, develop and promote the best people available, based solely upon job-related qualifications.

Additionally, Banner | Aetna is committed to complying with the Americans with Disabilities Act by prohibiting discrimination against applicants and colleagues with disabilities and by making reasonable accommodations that allow disabled individuals to perform the essential functions of their jobs and enjoy equal access to the benefits and privileges of employment with our Company. Colleagues may refer to the Company's policies and procedures.

All colleagues, but particularly leaders, have a responsibility for keeping the work environment free from unlawful harassment. Colleagues are strongly encouraged, and leaders are required to immediately report incidents of harassment of which they become aware. Banner | Aetna also strictly prohibits and will not tolerate retaliation against a colleague who in good faith has complained about discrimination or harassment in violation of this policy or who has participated in a good faith investigation of a prohibited discrimination, harassment, or sexual harassment complaint. Colleagues should promptly notify the Ethics Line at any time to report any incidents of prohibited discrimination, harassment, or retaliation.

### Examples of Harassment

- Inappropriate physical contact.
- Unwelcome sexual advances, requests for sexual favors, suggestive comments, inappropriate physical contact and any other unwelcome verbal or physical conduct of a sexual nature.
  - Displaying derogatory, vulgar, suggestive or obscene pictures, cartoons, calendars, posters or drawings.
  - Comments, jokes, insults, slurs, offensive language and other unwelcome actions that are offensive or stereotypical based upon age, religion, gender, gender identity or expression, race, color, sexual orientation, national origin, disability, military or veteran status and any other protected category or personal characteristic.
- Threats or acts of violence and intimidation. Threats, stalking, even suggestions of violence in the workplace, are all considered inappropriate behavior.
- Retaliation for reporting or threatening to report acts of misconduct or for reporting work-related injuries or illnesses.

## Workplace Violence Prevention

Banner | Aetna does not tolerate acts or threats of workplace violence committed by or against colleagues, contractors, visitors, patients, customers, or vendors. If an instance of workplace violence or a threat poses imminent danger call 911. You can also report other instances to your manager or the Ethics Line.

## Health and Safety

We all have a right to work in a safe and healthy environment. Unsafe practices can lead to serious consequences, such as personal injury, injury to colleagues and the Company or other serious outcomes. We are committed to the well-being and safety of ourselves, our colleagues and anyone doing business with us. You must:

- Always follow facility safety rules, regulations, procedures, and warnings, particularly those that cover dangerous equipment and materials.
- Safely handle and dispose of medications or other substances that may be toxic.
- If you ever witness or suffer an accident, or see unsafe conditions, report the situation immediately.

You have the right to report any work-related injury or illness to the Company without any retaliatory action for doing so. You can report work-related injuries or illnesses to Human Resources.

## Labor Practices

Banner | Aetna is committed to compliance with all applicable laws and regulations, including those concerning payment for all hours worked, human rights and working conditions. Banner | Aetna complies with all such federal, state, and local laws and regulations, including not doing business with a vendor or business partner that illegally or improperly employs underage workers. The Company also prohibits the use of any forced or compulsory labor. All Colleagues, including the Board of Directors, as well as business partners, vendors, and partners across our supply chain are responsible for upholding the Company's commitment to human rights across our business operations.

## Colleague Privacy

At Banner | Aetna, our work sometimes requires access to colleague health care and other sensitive information. We must protect the confidentiality of this information and provide the same level of protection we provide for similar information of the people we serve. That means you should never access, share, or disclose any confidential or sensitive information about another Banner | Aetna colleague, unless you are required to do so to fulfill your job responsibilities. Nothing in this section prohibits colleagues from discussing terms and conditions of employment, including salary, benefits information, performance reviews, and corrective or disciplinary actions, unless the colleague ascertains the information by accessing the Company's data systems in the course of performing their job duties and/or responsibilities.

What kind of Colleague Information is considered confidential or sensitive?

- Health, salary, and benefits information;
- Performance reviews and corrective or disciplinary actions; and
- Any other personally identifiable information that is not available to the public.

Remember, just because you have access to a data system that contains confidential information does not mean you are authorized to access or view such information unless you are required to do so by your job responsibilities.



## Drugs and Alcohol

We are committed to providing an alcohol-free and drug-free work environment. The unauthorized use, possession, sale, exchange or purchase of drugs or illegal substances on Company premises, or at any time when representing the Company, is strictly prohibited. Likewise, the unauthorized use, possession, sale, or exchange of alcohol on Company premises or at any time when representing the Company is strictly prohibited, except when associated with an approved business meal or legitimate business event. Prescription drugs ordered by a physician, which do not interfere with job performance, are permitted. We should never come to work under the influence of alcohol, drugs (including lawfully prescribed drugs) or any other substance that could impair our ability to perform our job or jeopardize the safety of others.

## Gambling

Consistent with our commitment to complying with all federal and state laws, Banner | Aetna strictly prohibits illegal gambling, raffles or other games of chance using Company resources or in Company facilities. This includes sports betting pools, brackets, and all other forms of gambling with a pay in and pay out of money or other benefit or item of value.

# Interacting with Others



## Interactions with Others

Banner | Aetna is committed to the highest ethical standards and to following all laws and regulations in everything we do, including our business interactions.

When dealing with vendors, clients, customers, payors, brokers, members, physicians, public officials, and other external parties, our interactions should be professional exchanges that communicate business needs or service offerings and corresponding products.

Giving and receiving any gifts, meals, entertainment, or other things of value is a customary way to strengthen business relationships and is generally an accepted practice at Banner | Aetna. That said, specific rules apply depending on whether you are giving or receiving the courtesy.

## Accepting Gifts, Meals, Entertainment or Other Things of Value

Keep these general rules in mind when **accepting** meals, gifts, or entertainment:

- You and the person or entity providing the meal, gift or entertainment must attend the event together.
- The value of the event must be modest by local standards.
- The venue has to be conducive to business discussions and the event must include or be contiguous to legitimate business discussions.
- You may only accept gifts of nominal value such as branded mugs, hats, or other similar items.

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A colleague must not accept any gift that is more than nominal in value, including tickets to an event that the supplier or prospective supplier does not plan to attend.

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When accepting meals, gifts, or entertainment you may not:

- Accept travel, lodging, seminar, or event fees in connection with an otherwise permitted business event.
- Accept any expense for your spouse or other guest.
- Accept large-scale meals or entertainment events where a disproportionate number of Banner | Aetna colleagues attend compared to the number of people from the entity hosting the event (e.g., departmental dinners or similar events).
- Accept gift cards, cash, or cash equivalents.

We recognize members and customers will sometimes offer gifts of appreciation for good service. Colleagues may accept occasional, unsolicited gifts of appreciation of nominal value from members or customers; but remember, accepting gift cards, cash, or cash equivalents, is never allowed.

If you have questions about accepting any gift, meal, entertainment, or other thing of value, contact your Compliance Officer.

To avoid putting yourself in the position of having accepted any improper gift, meal, entertainment, or other thing of value, discuss with your Compliance Officer before you accept it.

## Providing Gifts, Meals, Entertainment or Other Things of Value

If you are providing any gift, meal, entertainment or other thing of value, special rules may apply. This is because gifts, meals, entertainment, or other things of value offered to third parties can create enormous risk for the Company and courtesies offered to these people are carefully controlled. It's a good idea (sometimes required) to ask your supervisor's permission before you provide any gift, meal, entertainment, or other thing of value to a third party.

When providing meals, gifts, or entertainment, you must:

- Keep meals and entertainment modest as judged by local standards.
- Attend with the person you are providing the courtesy to.
- Ensure the venue is conducive to business discussions and the event includes or is contiguous to legitimate business discussions.
- Limit gifts to items of nominal value.

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Always exercise good judgment when engaging in entertainment that is part of your work responsibilities.

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There are additional requirements if you are providing meals to a physician. In these situations, the meal must:

- Be approved in advance and in writing by your supervisor.
- Be part of an informational or educational presentation.
- Not include or be part of an entertainment or recreational event.
- Occur in an office or hospital setting unless it is impractical to do so.

Remember, it is never permissible to give gift cards, cash, or cash equivalents.

If you have any questions, ask your manager or Compliance Officer. For interactions with government employees and public officials, see **Appendix C**, the Government Contracts section of this Code.

You are responsible for understanding and following the rules. If you accept or provide any gift, meal, entertainment, or other thing of value that is later found to be improper, you will be held accountable for your decision. However, you can easily avoid this mistake by reviewing the policy and asking your supervisor for guidance. If you are a supervisor and you're unsure if any gift, meal, entertainment, or other thing of value should be approved, ask your Compliance Officer.

Consult **Appendix B**, Gifts, Hospitality and Entertainment, for additional guidance.

## Gifts and Entertainment Policy

### Question

A potential vendor of Banner | Aetna has invited me to dinner to discuss a potential business arrangement. The expected cost of my dinner is under \$100.00. Do I need to obtain approval from my manager?

### Answer

No, you do not need approval for the dinner, as long as the dinner is conducive to business discussions.

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A Banner | Aetna supplier has offered me two tickets to the Diamondbacks game on Opening Day. He can't make it to the game. May I accept the tickets?

No, you may not accept the tickets. Since the supplier will not be at the game with you, there is no opportunity to have business discussions.

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I am a Banner | Aetna colleague and would like to give a Visa gift card to a client for their wedding. Is this permitted?

No, you may not provide gift cards, cash, or cash equivalents. to the client.

## Antitrust Laws

Antitrust laws are designed to protect competition by prohibiting monopolization, price fixing, predatory pricing and other practices that unreasonably restrain trade. We never discuss pricing, suppliers, or territories with competitors, nor make agreements with them on these or other competitive issues. Under certain circumstances, even informal discussions with competitors regarding business plans, marketing, pricing, cost, or other similar matters may be illegal.

We gain information about competitors only in legal and ethical ways. Just as we expect competitors to respect our confidential information, we respect theirs. Improperly obtained competitor proprietary information cannot be used to the advantage of Banner | Aetna. Be careful during any conversations with competitors. Discussions regarding pricing, costs, suppliers, or territories may be out of bounds.

News Media at Banner | Aetna, only designated staff is authorized to speak with the news media on the Company's behalf (e.g., statements to the press, inquiries from radio, television, newspaper, magazine, or trade journal personnel). We never speak with or otherwise have contact with a member of the press on behalf of Banner | Aetna without appropriate authorization.

**Never post Banner | Aetna confidential information or personal information about our members, customers, or your colleagues online.**

## Social Media

Banner | Aetna colleagues who choose to make use of social media or otherwise engage in online communications as an identifiable colleague of Banner | Aetna must always comply with

Social Media Guidelines at all times and on all forms of social media, including personal social media accounts

Consistent with the Company's approach to interacting with the traditional news media, only designated Banner | Aetna colleagues are authorized to speak on behalf of the Company on social media. Colleagues who choose to speak on their personal social media accounts about the Company in any way must make it clear that they are a Banner | Aetna colleague, but not speaking on behalf of the Company or as an official Company representative.

All Banner | Aetna branded social media accounts must be approved in advance. It is against Company policy for any colleague to create a Banner | Aetna social media account without proper authorization. Questions should be directed to your Compliance Officer.

We must always be respectful when posting on social media. Never post Banner | Aetna confidential information or personal information about our members, customers or your colleagues online.

Never take pictures or post photos of any workspace that may contain confidential information. Never take pictures of members or customers without their consent. Doing so is a violation of this Code, Company policy and potentially privacy laws and may result in disciplinary action up to and including termination of employment. Nothing in this section prohibits colleagues from discussing terms and conditions of employment, including salary, benefits information, performance reviews, and corrective or disciplinary actions, unless the colleague ascertains the information by accessing the Company's data systems in the course of performing their job duties and/or responsibilities

## **Business Firewalls**

As a good business practice, Banner | Aetna maintains firewalls between select businesses within the Company to separate and protect certain competitively sensitive information each business possesses. Colleagues may not use competitively- sensitive information that is held by the Company, to compete unfairly in the marketplace.

Competitively- sensitive information includes contract terms, pricing, and other financial arrangements. These firewalls become important in contract negotiations, bid preparation, pricing services, and establishing financial arrangements, in which the businesses must compete on the same terms as their competitors.

Information firewalls also maintain commercial relations with Banner | Aetna clients and suppliers who may be competitors to certain Banner | Aetna business units.

## **Environmental Protection**

Banner | Aetna respects the preservation of natural resources and improvement of the environment. The Company cooperates with government bodies and communities in environmental protection efforts and complies with environmental laws and regulations. The Company ensures all environmentally sensitive and hazardous materials are identified and managed to ensure their safe handling, movement, storage, recycling, or reuse and disposal.



# Doing the Right Thing

## Conduct with Public Officials

We are committed to dealing with public officials according to the highest ethical standards. Our conduct with public officials, including any political contributions or business transactions, must comply with applicable laws and regulations and Company policy, including disclosure requirements.

Banner | Aetna policy prohibits giving or offering anything of value, directly or indirectly, to a public official, including any colleague or agent of a government-owned business, in order to influence official action or obtain an improper advantage. "Anything of value" means not only cash, but also gifts, meals, entertainment, political contributions, offers of employment or other benefits.

## Corporate Political Contributions

Only corporate officers are authorized to make corporate contributions on behalf of the Company to a political candidate, and such contributions must be made consistent with Company policy. "Contributions" means not only funds, but also loans, donations of products or supplies, use of facilities, Company personnel or anything else of value.

All corporate political contributions by the Company require prior written approval, utilizing specific processes and forms. Contact your Compliance Officer or legal contact with any questions.

## Individual Political Activities

Banner | Aetna encourages colleagues who wish to be politically active on their own time, using their own resources, to support political candidates and causes of their choice; as long as it is clear they are not speaking or acting on the Company's behalf. Individuals must not use Company time or resources when acting as a volunteer for a political candidate or cause. Colleagues may not solicit subordinate colleagues for political contributions or use vendor, customer, or client lists for such solicitations. Banner | Aetna will not reimburse any personal political contributions made by colleagues, consultants, or vendors. In addition, certain covered colleagues and covered directors are required to obtain approval before making personal campaign contributions that would be regulated by Pay-to-Play laws.

## Fair Dealing

Many of our products and services are primarily contractual promises. As we strive to outperform our competition, we will do so honestly, openly, fairly and with integrity. We will deal fairly with our customers, members, providers, clients, suppliers, regulators, shareholders, and others around the world with whom we do business.

### Guidelines for fair dealing:

- We refuse to participate in any conduct or sales or other practice that is intended to mislead, manipulate, or take unfair advantage of anyone, or misrepresent products, services, contract terms or policies to anyone.
- We refuse to be part of the following or any other practices that may illegally restrain competition:
  - Fixing prices;
  - Allocating or dividing markets or customers;
  - Boycotting or refusing to deal with competitors, customers, or suppliers.
- We do not discuss or share sensitive competitive information (for example, relating to pricing) with representatives of other companies or industry and trade associations.
- We do not engage in untruthful or misleading advertising.
- We never break any law or regulation, including unfair trade or insurance practices laws.
- Consult with your Compliance Officer or legal contact on any matter relating to actual or potential noncompliance with any law or regulation or any of Banner | Aetna's contractual commitments.

## Anti-Kickback Laws

We comply with applicable federal and state anti-kickback laws and regulations. These laws prohibit payment or receipt of something of value intended to encourage purchasing, leasing, or ordering of an item or service that may be reimbursed under a government health care program, such as Medicare or Medicaid. "Something of value" can take many forms, such as cash payments, entertainment, credits, gifts, free goods or services, the forgiveness of debt or the sale or purchase of items at a price that is not consistent with fair market value. It also may include the routine waiver of co-payments and/or co-insurance.

Anti-kickback laws are complex. You should consult your Legal contact about whether it is appropriate to provide something of value to those we serve.

## Supplier Engagement and Import / Export Compliance

Our suppliers are an extension of our Company. It is important that we engage suppliers in ways that uphold our commitment to integrity and excellence. You must follow the Company's procurement process, so that the procurement process will:

- Contractually obligate suppliers to comply with relevant laws, regulations, and client requirements in accordance with Company policy;
- Mitigate risk associated with supplier-provided goods and services;
- Competitively source goods and services in accordance with Company policy;
- Minimize the potential for conflicts of interest. As you work with suppliers, you must:
- Ensure a Mutual Non-Disclosure Agreement is in place before you engage the vendor;
- NOT negotiate directly or sign any contract with suppliers;

- Safeguard Banner | Aetna and client information;
- Honor commitments to safeguard supplier confidential information;
- Promote positive supplier relationships through professional conduct, courtesy, and impartiality;
- Report any potential conflicts of interest to your manager or Compliance Officer.

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**We never break any law or regulation, including unfair trade or insurance practices law.**

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## Fraud, Waste and Abuse

Banner | Aetna participates in a number of federal and state programs with specific fraud, waste, and abuse requirements. There are differences between fraud, waste, and abuse. One of the primary differences is intent and knowledge. Fraud requires the person to have an intent to obtain payment and the knowledge that their actions are wrong. Waste and abuse may involve obtaining an improper payment but does not require the same intent and knowledge.

Fraud, Waste and Abuse are defined as:

### **Criminal Fraud**

Knowingly and willfully executing, or attempting to execute, a scheme or artifice to defraud any health care benefit program; or to obtain, by means of false or fraudulent pretenses, representations or promises, any of the money or property owned by, or under the custody or control of, any health care benefit program. This violates criminal law.

### **Waste**

Overutilization of services or other practices that, directly or indirectly, result in unnecessary costs to a federal health care program.

### **Abuse**

Includes actions that may, directly or indirectly, result in unnecessary costs to a federal health care program. Abuse involves payment for items or services when there is no legal entitlement to that payment and the provider has not knowingly and/or intentionally misrepresented facts to obtain payment.

Banner | Aetna colleagues should keep in mind that even if intentions are good, choosing not to follow a policy could be interpreted by the government as fraud or payment abuse. Banner | Aetna requires all colleagues to be compliant with fraud, waste, and abuse laws. Penalties for failing to comply include, but are not limited to, the following:

- Disciplinary action up to, and including, termination where appropriate;
- Criminal convictions or fines (individually and at the corporate level);
- Civil monetary penalties;
- Loss of licensure/sanctions; and
- Exclusion from participating in federal health care programs.

## Bribery and Foreign Business Dealings

Banner | Aetna demands compliance with U.S. and applicable non-U.S. anti-bribery and anti-corruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act of 2010.

These laws prohibit us from personally, or through Banner | Aetna, authorizing, giving, or promising, directly or indirectly, anything of value to U.S. or non-U.S. government officials, colleagues or agents of government-owned businesses, political candidates or campaigns, or any other individual or entity, in order to obtain or maintain business or receive special treatment for the Company. There is no exception for facilitating payments, which generally are small payments to low-ranking officials to expedite the performance of a routine act to which we are already entitled. It is important to remember that engaging in bribery, or even appearing to engage in such activity, can expose the individuals involved as well as Banner | Aetna to criminal liability.

Any request for authorization or payment that would violate this provision, or any information suggesting this provision has been violated, must be reported immediately to your Compliance Officer, Legal contact or to the Ethics Line.

### Question

I am doing business with a supplier outside of the United States where it is customary to give gifts to a business prospect including a government official. If I am not violating local law, may I offer a gift to a local supplier?

### Answer

The U.S. Foreign Corrupt Practices Act extends to activities anywhere in the world. Before giving any gifts to a supplier or other business contact outside of the United States, contact your Compliance Officer or legal contact. Remember, though, with regard to business gifts, the safest course of action is not to give or receive any gifts at all.

## Anti-Money Laundering, Anti-Terrorism and Boycott Compliance

Money laundering involves hiding the origin of unlawfully gained money, for example through drug transactions, bribery, terrorism, or fraud.

Banner | Aetna is committed to complying fully with all anti-money laundering laws and regulations in the U.S. and in other countries where the Company does business. We will conduct business only with reputable customers involved in legitimate business activities and with funds derived from legitimate sources.

If applicable to your business, you should know and follow the Company's Health's International Trade guidelines to ensure compliance with:

- Requirements of the U.S. Office of Foreign Asset Control (OFAC), including those related to OFAC country sanctions or doing business with anyone on the Specially Designated Nationals List;
- Applicable requirements of other sanctions regimes, including the European Union (EU) Financial Sanctions Regime, United Nations Common Foreign and Security Policy and Monetary Authority of Singapore; and
- Laws prohibiting companies from participating in or cooperating with international trade embargoes, boycotts or unrecognized sanctions that have been imposed by other countries.

Banner | Aetna takes reasonable steps and has established policies and procedures to prevent and detect unacceptable and suspicious forms of payment, including money orders. Alert your manager to any payment or other unusual customer transaction that seems inappropriate or suspicious. Contact your legal contact or Compliance Officer if you have questions on how these laws and guidelines apply.

## Government Reimbursement and the False Claims Act

Federal and state false claims acts, and similar laws prohibit submitting a false claim or making a false record or statement in order to gain reimbursement from, and/or avoid an obligation to, a government-sponsored program, such as Medicare or Medicaid. We adhere to all applicable laws, regulations and program requirements when billing federal or state health care programs.

Pursuant to the Deficit Reduction Act of 2005, Banner | Aetna must provide its colleagues and certain contractors and agents, with information regarding the federal and state false claims act, whistleblower protections, and Banner | Aetna processes for detecting and preventing fraud, waste, and abuse. As fully discussed in this code, the Company prohibits retaliation against anyone for raising a legal or ethical concern or cooperating with any investigation.

## Ineligible Health Care Providers

The government has the authority to exclude individuals or entities that have engaged in abuse or fraud from participation in Medicare, Medicaid, and other federal and state health care programs. Banner | Aetna will not employ or contract with any person or entity to furnish services or items reimbursable through a federal or state health care program if that person or entity has been excluded from a government-funded program or convicted of offenses that could result in exclusion.

## Government Requests and Subpoenas

It is our policy to cooperate with reasonable requests for information from government agencies and regulators.

You should:

- Notify the Legal Department before responding to a subpoena, search warrant, request for an interview or other non-routine request for access to information related to Company matters;
- Always cooperate fully and be truthful in any information you provide to the government; and
- Never alter, withhold, or destroy records related to an investigation.



# Holding Ourselves Accountable

## Chief Compliance Officer

The Chief Compliance Officer is responsible for oversight and implementation of the Banner | Aetna Compliance Program. The key components of the program include this Code, policies, training, communications, auditing, monitoring, and remediation of wrongdoing. The Chief Compliance Officer provides regular reports to the Audit Committee of the Board of Directors regarding the status of the program.

## Colleague Responsibilities

As a colleague, you have certain responsibilities related to compliance and integrity.

All colleagues must:

- Report if you have been placed on any state or federal exclusion lists, including the U.S. Department of Health and Human Services Office of Inspector General (OIG) and/or General Services Administration (GSA); or if any your health care professional licenses have received disciplinary actions; or if any of your employment- related professional licenses have expired, or been revoked and/or sanctioned. Reports must be made to your supervisor, the Ethics Line, or your Compliance Officer.
- Immediately report any conviction of a criminal offense other than a minor traffic violation.. Please note that any convictions involving controlled substances, convictions involving Medicare, Medicaid or any state or federally funded program, and convictions that could result in exclusion from participation in any state or federal health care program must always be reported.
- Understand and follow the Code and Company policies and procedures.
- Conduct your work and professional activities ethically and in accordance with all applicable laws, regulations, Federal health care program requirements, corporate integrity agreements and court orders.
- Speak up and report any business activity that you believe may violate the law or the Code, using the resource that is most comfortable.
- Cooperate with investigations when requested and protect the integrity of the investigation by maintaining its confidentiality upon request by the investigator.
- Use resources to ask a question or get help when something is unclear or doesn't feel right.
- Use good judgment in cases where there is no clear rule, law, or policy.

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Speak up and report any business activity that you believe may violate the law or the Code, using the resource that is most comfortable.

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## Leadership Responsibilities

While setting the tone at the top, Banner | Aetna leadership must “walk the talk” and demonstrate the Company’s values in all of their dealings on its behalf. Banner | Aetna leaders are responsible for making strategic business decisions that align with our ethical standards and with this Code.

Banner | Aetna leaders, including Managers and Supervisors, must also be knowledgeable about the content and operation of the Compliance Program. The leadership team plays an important role in building integrity, respect, credibility, and long-term sustainability for the Company.

Because leadership sets an example for all colleagues, they must:

- Maintain a positive, ethical work environment;
- Make certain that colleagues understand what is expected of them both professionally and ethically;
- Maintain an open-door policy on a routine basis for colleagues to ask questions and raise concerns;
- Address issues raised by colleagues by listening and taking action, when appropriate;
- Ensure colleagues complete all training in a timely manner;
- Address all reports of misconduct and never ignore misconduct or retaliation;
- Reinforce this Code with colleagues;
- Immediately report any incidents of workplace harassment or retaliation;
- Communicate all policies and procedures;
- Be fair and objective; and
- Be a positive role model.



## Financial Leaders

Financial leaders have special responsibilities related to Sarbanes-Oxley requirements. They must establish, maintain, and periodically certify the adequacy of internal controls for financial reporting. These leaders are also responsible for reporting material deficiencies or weaknesses in the Company's internal control.

## Resources

The resources listed in this document should be used when you need some help or want to report an issue. It is the responsibility of each colleague to use these resources for guidance, advice, information and/or reporting and to keep reports and other interaction with the Compliance Officer confidential.

These resources can help you with:

- Ethical matters related to the Code of Conduct issues;
- Ethical situations not specifically covered in this Code of the Conduct;
- Interpretation of Company policies and procedures;
- Internal control and/or accounting issues; and
- Fraud, waste and abuse questions or concerns, including concerns related to our Medicare or Medicaid participation.

### Documents

These are the written resources to guide your decisions:

- Code of Conduct;
- Banner|Aetna Colleague Handbook; and
- Company policies and procedures.

### People

Many people are available in the Company to help you with advice or information and for reporting concerns:

- Compliance Officer
- Legal contact
- Human Resources Contact or Colleague Relations Contact
- Privacy Officer
- Your manager or someone else in your management chain



Or, to report written complaints or concerns directly to your Compliance Officer or the Banner|Aetna Board of Directors, you may send your communication addressed to the foregoing at:

#### **B|A Compliance Officer**

PO Box 62044

Phoenix, AZ 85082 Or

**B|A Board Chairman** at the address above or in person

You may also write to the Audit Committee of the Aetna Board of Directors at:

One CVS Drive

Woonsocket, RI 02895

## Ethics Line

The Ethics Line is a phone and web resource established to help us do the right thing. The Company urges you to use this resource whenever you have a question or concern that cannot be readily addressed within your work group or through your supervisor.

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You may also call the Ethics Line any time toll free at (844) 889-4460.

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The Ethics Line is available 24 hours per day, 7 days per week, 365 days per year. When you contact the Ethics Line, you will be treated with dignity and respect. All calls will be treated in a highly confidential manner. You do not have to identify yourself. Caller ID is not used and an independent third party handles all calls placed to the Ethics Line.

The Company is fully committed to its non-retaliation policy meaning that it prohibits retaliation against anyone for raising a legal or ethical concern in good faith or for cooperating with an investigation.

If you call the Ethics Line, or submit a concern via the web form, you will be given a unique identification number and asked to set a password so that you can call back for a status report on your call. The Company is committed to listening to all reports and investigating all good faith reports of wrongdoing. In the event you identify yourself, but do not want your name revealed further, Banner | Aetna will protect your identity to the extent reasonably possible. As an alternative to calling, you may contact the Ethics Line in other ways:

- Confidential email address:  
[Ethics.BusinessConduct@CVSHealth.com](mailto:Ethics.BusinessConduct@CVSHealth.com)
- Use the web form found at:  
[www.CVSHealth.com/EthicsLine](http://www.CVSHealth.com/EthicsLine)
- Confidential fax: (847) 559-3835
- Confidential mailing address:  
Ethics Concerns  
One CVS Drive  
Woonsocket, RI 02895

For further details and more specific direction, consult the Company's policies and procedures.

#### **Privacy & Information Security Incidents**

If you believe or know that any sort of improper or unauthorized access, use or disclosure of any personal information including Personally Identifiable Information (PII), Protected Health Information (PHI), or other information about an individual, you may speak confidentially to a Privacy Advisor/Investigator through one of the contacts below or please submit through the Ethics Line.

Privacy Office (Legal  
Department) One CVS Drive  
Woonsocket, RI 02895  
(866) 443-0933  
[PrivacyOffice@CVSHealth.com](mailto:PrivacyOffice@CVSHealth.com)

## Investigations

The Company investigates all good faith reports of wrongdoing. If you are asked to participate in an internal investigation of misconduct or unethical behavior, you are required to cooperate.

To adequately review an allegation, investigations can sometimes be lengthy. Be patient if you do not get an immediate response from the Compliance Department.



### **Ethics Line**

(844) 889-4460

[Ethics.BusinessConduct@CVSHealth.com](mailto:Ethics.BusinessConduct@CVSHealth.com)

### **Information Governance & Privacy Operations**

(866) 443-0933

[PrivacyOffice@CVSHealth.com](mailto:PrivacyOffice@CVSHealth.com)

## Consequences of Wrongdoing

On and off the job, Banner | Aetna expects all colleagues to comply with the law and treat other people with respect, honesty, and courtesy. Disruptive, unproductive, immoral, unethical, or illegal actions are NOT acceptable at Banner | Aetna. A failure by any colleague to comply with laws or regulations governing Banner | Aetna business, this Code, or any other Banner | Aetna policy or requirement, may subject Banner | Aetna and the colleague(s) involved to civil and criminal penalties or prosecution. Non-compliance includes failure to properly supervise subordinates to prevent and detect misconduct. It also includes knowing about violations but failing to report them.

Banner | Aetna sanctions colleagues at all levels of the organization for participating in, encouraging, directing, facilitating, or permitting non-compliant activities. The Company is committed to consistently undertaking appropriate disciplinary action to address non-compliance and deter future violations, and to that end, compliance-related disciplinary actions are fairly and firmly enforced. Disciplinary action may be in any form, up to and including termination of employment, and if warranted, legal proceedings.

The following are examples of some, but not all, forms of rule violations or misconduct that may result in discipline up to and including termination of employment:

- Theft or inappropriate removal or possession of Company property;
- Falsification of timekeeping records or other Company records;
- Possession or working under the influence of alcohol or illegal or non-prescribed drugs;
- Insubordination;

- Engaging in or threatening violence against colleagues, customers, vendors, or others a colleague may interact with on behalf of the Company;
- Conduct that violates the Equal Employment Opportunity, Affirmative Action, Anti-Discrimination, Anti-Harassment, and Anti-Retaliation laws;
- Excessive absenteeism or tardiness;
- Unauthorized use of telephones, Company communication services and equipment or other Company-owned equipment;
- Negligent or improper conduct leading to damage of property, harm to others or safety hazards;
- Possession of dangerous or unauthorized materials such as explosives, firearms, or weapons in the workplace;
- Failing to comply with the rules and limitations regarding gifts and solicitation from those with whom Banner | Aetna does business as described in the Company's policies and this Code;
- Unauthorized use or disclosure of confidential and proprietary Company information, confidential customer information or member information; and
- Violation of Compliance policies or procedures resulting in non-compliant behavior.

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... Banner | Aetna expects all colleagues to comply with the law and treat other people with respect, honesty, and courtesy.

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Adherence to this Code of Conduct is a condition of employment or continued employment with Banner | Aetna. Code of Conduct certification is a part of this requirement and failure to do so within the required time could result in termination of employment.

Nothing in this Code of Conduct constitutes a contract of employment with any individual. Additionally, nothing in this document changes the at-will nature of your employment at Banner | Aetna, its affiliates, or subsidiaries, where applicable.

Revision Date: November 2024



# APPENDIX

# Appendix A

## Avoiding Conflicts of Interest

When making business decisions, we must always consider what's in the Company's best interest. A conflict of interest may exist if your personal interests, activities, or relationships make it hard to perform your duties for The Company objectively and effectively. Even the appearance of a conflict of interest may damage the Company's reputation.

We expect our employees, officers, and directors to avoid real or apparent conflicts of interest.

### Examples of conflicts of interest

You may have a conflict of interest if you, a family member, or a member of your household:

- Has a financial interest in any business, nonprofit, or government entity that is a customer or supplier, or that otherwise does business with our Company, or is one of our Company's competitors.
- Performs work (as an employee, officer, director, consultant, or agent) for any of the above entities.
- Works, or serves as an officer, director, or advisor, for a nonprofit or political organization with interests that intersect with our Company's businesses or with our position on a public policy.
- Benefits personally from opportunities or resources that came to you as a result of your work at our Company.
- Uses company time or assets for personal use or outside activities.
- Has an outside job or interest that interferes with your ability to do your job.
- Acquires a significant ownership interest (more than one percent [1%]) in any business other than a privately held family business.
- Works for or manages (directly or indirectly) someone with whom there is a close personal relationship (e.g., spouse, family member, close friend or significant other).
- Holds, or is running for, public office.

If you believe you have an actual or possible conflict of interests, report it to your manager and seek guidance from your Compliance Officer to determine whether you should report the situation by updating your Code of Conduct Acknowledgment Form with the information and forwarding it to your Compliance Officer.

Your disclosure will be reviewed by trained compliance personnel, and you will receive appropriate guidance.

Directors/Officers should report possible conflicts to Compliance or legal contact. They will consult with the Chairman of the Board or other members of the Board of Directors, as appropriate.

No employee may assume a position as a director, officer or related position with a for-profit business without prior approval. Before seeking or accepting such a position, you must report the proposed affiliation your Compliance Officer.

As a director, you may have a conflict of interest if you, a family member, or a member of your household:

- Takes an action or has an interest that makes it hard to perform your duties for The Company objectively and effectively.
- Receives improper personal benefits because of your board position. The Secretary of the Board must review for possible conflict situations such as:
  - Any proposed director or other affiliation with a for-profit organization.
  - Any proposed transaction involving the Company or a subsidiary where a director has a direct or indirect material interest.

### Disclosure to customers

Working with brokers and other producers may lead to situations that could create real or apparent conflicts of interest. We believe it is best for our customers, producers and the Company when our customers understand our financial arrangements with producers. Ask your Compliance Officer or legal contact if you have questions.

Understand and follow the Code and Company policies and procedures.

### Loans and guarantees of obligations

The Company may not make loans to, or guarantees of obligations of, directors, executive officers and their families.

Loans to, or guarantees of obligations by the Company of, other officers and employees may create conflicts of interest. They must be approved in advance by the CEO, or someone appointed by the CEO.

## Q&A

**My uncle owns a maintenance company that does excellent work at a very fair price. May I recommend his company to work for us?**

You may recommend that your relative's company be considered, but you must disclose your relationship at the time you make the recommendation. Normal bidding procedures must be followed. If your job would involve negotiating or administering the contract involving your relative, you may not recommend him or use your influence to have his company chosen for a job; nor may you be involved in any way in the negotiation process.

**My wife is an employee benefits manager for a Company customer. I am a customer service representative. Is this a conflict of interest?**

It could be. Report the relationship to your manager and Compliance Officer. To avoid the appearance of a conflict, you should not be involved in matters related to your wife's company, and you should never discuss company confidential information with your wife.

**I am a claims processor. I have a job offer to help a health care provider keep records on weekends. Can I accept the job?**

Since you process claims for us and your weekend work may include submitting claims or handling claim files, there is a good chance of a real or apparent conflict of interest. Report the job offer to your manager and Compliance Officer.

Even if it is determined that accepting the outside position is not prohibited, you must consult with Compliance to avoid even the appearance of a conflict of interest. Compliance will share appropriate guidelines to help you out. And, if you do accept the position, you also must enter this information in your online Code of Conduct Acknowledgement Form.

# Appendix B

## Gifts, Hospitality and Entertainment

Giving and receiving business gifts have long been considered part of good business etiquette. Of course, we want to project a positive image in the marketplace. However, we also need to make sure that our decisions are not influenced by favoritism or other inappropriate motives.

Never give or take a gift that could be perceived as a bribe or an attempt to influence business decisions. Bribery is illegal and prohibited by policy. See the 'Bribes and other illegal payments' section of this Code for more details.

The safest course of action is not to give or receive any gifts at all. However, circumstances may arise where that's not possible. If you must give or receive a gift, inexpensive or promotional items are appropriate if the item is widely available to others and if the exchange is legal. Even inexpensive gifts should not be given or accepted if they are intended as, or could be perceived to be, a bribe or an attempt to influence business decisions. Ask your Compliance Officer or legal contact for help any time you are unsure about giving or receiving a gift.



Generally, gifts valued at more than \$100.00 to or from one person are not appropriate. Group gifts –those meant for, or received on behalf of, multiple people, e.g., a unit, office, department, etc.—can exceed this limit but must be reasonable in relation to the size of the group and purpose for the gift. Also, we cannot accept or give gift cards, cash, or cash equivalents, regardless of the amount. If you are offered or receive an expensive or inappropriate gift, politely refuse by explaining our Company's policy on accepting gifts.

Any gifts given must be accurately and fully disclosed in the appropriate expense report with enough detail to reflect the true nature of the expense and the full names and business affiliations of those involved.

If you use a Company supplier or contractor for personal purposes, you must pay full market value for the services and materials. You may not accept discounts or preferential treatment offered to you because of your position at the Company unless the same treatment is offered openly to all of our employees.

Special rules apply to exchange of gifts, travel and entertainment with government employees and public officials. These rules are very restrictive and are explained more fully in **Appendix C, Government Contracts.**

**Even inexpensive gifts should not be accepted if they might be seen as a bribe or an attempt to influence business decisions.**



### Examples of Business Gifts

| Generally Acceptable                                      | Generally, Not Acceptable                   |
|---|---|
| Logo mugs, t-shirts, pens, calendars                      | Jackets, wristwatches, electronics, jewelry |
| Flowers or gift baskets to be shared with other employees | \$150 bottle of wine                        |

### Examples of Business Hospitality and Entertainment

| Generally Acceptable   | Generally, Not Acceptable  |
|--|--|
| Inexpensive general admission tickets to regular season sporting events with supplier if business will be discussed. | Expensive, hard to obtain tickets to playoff tournaments or series |
| A round of golf with a with supplier if business will be discussed.  | All expenses paid vacation at a golf resort                        |
| Travel expenses in connection with a speaking engagement   | Payment for the speaking engagement                                |
| Sharing a taxi to a trade show   | Using a supplier's ski chalet for the weekend                      |
| Dinner and a show provided to all presenters at a conference   | Tickets to the theater for you and your partner                    |

### Business hospitality, entertainment, travel and meals

The Company pays your travel and related expenses, as permitted by our Travel Policy, outlined in the Employee Handbook. In general, others should not pay for these costs.

You may occasionally offer or accept meals or entertainment offered in conjunction with meetings to discuss Company business. At least one employee must be present at each such event. Lavish, expensive, or exclusive meals and entertainment are not acceptable because they may be perceived by others as a bribe or an attempt to influence business decisions. Consult with your Compliance Officer or legal contact if you have questions.

The Company will pay for business-related hospitality offered to others if permitted by our policies, and anti-bribery or other laws. Any such expense must be recorded accurately and with enough detail to reflect the true nature of the expense and the full names and business affiliations of those involved.

On occasion, it may be acceptable to host or attend a celebratory dinner or function with business partners to mark the end of a project or a deal; however, the celebration must be a one-time event, reasonable and appropriate to the occasion and occur shortly after the project or deal concludes. For example, it would be acceptable for Company personnel to attend a celebratory dinner sponsored by a business partner two weeks after the successful completion of a project or transaction.

Generally, it is not acceptable for either the Company or an outside party to pay for travel, accommodations or related expenses for a spouse, family member or other companion in connection with your business travel.

Special rules apply to exchange of gifts, travel and entertainment with government employees and public officials. These rules are very restrictive and are explained more fully in **Appendix C**, "Government Contracts."

Never give or take a gift that could be perceived as a bribe or an attempt to influence business decisions. Even inexpensive gifts should not be given or accepted if they may appear to be an attempt to influence business decisions.



## Honoraria and fees from others

Our employees may be asked to participate in professional activities, professional forums or surveys that are related to the Company or our business interests. For example, you may be asked to serve on a committee or make a speech. You may not be paid a fee (often referred to as an honorarium) for this work. In general, you may accept an offer to cover reasonable travel and lodging costs as long as other committee members or speakers who are not Company employees are treated equally.

## Q&A

### **May I give a supplier a gift basket with fruit and cookies to celebrate the end of a project?**

The best approach is to give no gift at all. If business custom and the circumstances are such that you feel you must give a gift, be sure it's just a token (i.e., something with a value less than \$100). You may give this type of gift so long as giving it does not violate any laws or policies, including the policies of the supplier's company. You should get approval for this gift from your manager before you present it. Be sure that its expense is disclosed accurately and fully in your expense report.

### **A company that I use to arrange events offered me a discount on catering services for my family party. May I accept the discount?**

Personal discounts that are offered to you because of your position with the Company are considered gifts and must be refused. However, if this discount is available to all of our employees, it may be acceptable. Talk to your manager, Compliance Officer, or legal contact if you need help on a specific case.

### **A supplier offered me tickets to a World Cup game. May I accept the tickets?**

No. Whether the tickets were offered for your personal use or in conjunction with a business meeting, this type of offer is expensive and may be viewed by others as an attempt to influence business decisions. Consult your Compliance Officer or legal contact to determine whether it would be OK for you to pay the supplier the fair market value for the tickets.

### **I have been offered a fee of \$1,500 to speak at an upcoming conference. The conference sponsor also offered to pay for my travel and hotel expenses. The same offers have been made to all the speakers. May I accept these offers?**

You may accept the offer of travel and hotel expenses, but you may not accept the fee. Alternatively, you might suggest that the conference sponsor donate that money in the sponsor's name to a charitable organization.

### **Regulators will be on site doing their annual inspection of our books and records. Can we offer to take them to lunch or have lunch brought into the office?**

There are often special rules in the U.S. and other countries regarding gifts and hospitality for government employees and public officials. In certain instances, offering even a modest lunch could be illegal. Therefore, to be safe, contact your Compliance Officer or legal contact.

### **The decision maker from a prospective self-insured customer asked if we would fly him to our office so that he could meet team members, view our facilities, and learn about our processes. Can we pay for his plane ticket?**

Generally, this would be permissible since there is a legitimate business purpose for the visit that is directly related to promoting, demonstrating or explaining the Company's products or services and is unlikely to be viewed as a bribe (e.g., to gain or retain business or give the Company an advantage). The expenses covered may include reasonable lodging and incidental meals, but should not include entertainment, meals or other activity not directly related to the business purpose. There are more stringent rules relating to Government and International customers. For additional information, consult with your Compliance Officer or legal contact.

# Appendix C

## Government Contracts

Our Company is a responsible and reputable government contractor. We work hard to properly administer the contracts we earn.

We strive to conduct these activities in a way that fully complies with all applicable federal and state laws, regulations and ethics rules that apply. We hold ourselves to high standards of business conduct and integrity. We hold any subcontractors involved in supporting our government contracts to the same standards.

U.S. federal and state laws impose stringent rules with substantial penalties for violations.

One of these sets of rules, the False Claims Act (FCA), imposes liability on any person or organization that knowingly submits a false or fraudulent claim for payment to the federal government or retains federal funds to which they are not entitled.

As a health care company, we must comply with the FCA. If you question the accuracy or completeness of data sent to any government, believe that our Company may have been overpaid by a government agency, or have any concern about any of our government business policies, practices or processes, promptly raise this concern to your manager, Compliance Officer or legal contact.

For other issues involving U.S. federal, state, local or municipal government, work with your legal contact or Compliance Officer.

Government contracts often include special rules that we must follow. If you work in an area that contracts with a government or supports a government contract, it is your responsibility to understand and abide by these rules.

### Guidelines for government contracts

- We follow all laws that apply to government contracting and procurement. This includes all employment laws that apply to contractors, as well as anti-corruption laws such as the U.S. Foreign Corrupt

Practices Act. Laws, regulations and ethics rules vary by locality. Consult your Compliance Officer or legal contact with questions.

- We provide current, complete and accurate information for all government contracts. You and the Company may be liable for false, incomplete or misleading documents or statements.
- We never give or agree to give anything of value to government customers, employees or third parties to influence the award or renewal of a government contract. If you are uncertain about how to apply the law in your situation, contact your legal contact or Compliance Officer.
- Some government contracts require us to certify that we did not violate procurement laws or regulations in winning the contract. If you are asked to sign a certificate or disclosure related to a government contract, contact your legal contact or your Compliance Officer before signing.
- Promptly contact your legal contact or Compliance Officer any part of a government, including a U.S. state insurance department, contacts you on a new situation or matter.
- We comply with all requirements — often referred to as “revolving door” rules — for hiring former government officials. Contact your Compliance Officer or legal contact before making an offer to hire a current or former government employee, as the situation must be analyzed, and a decision reached on what restrictions may apply.
- No gifts, entertainment, meals, lodging or travel may be provided to a government official or employee without prior approval from your Compliance Officer or legal contact.
- Rewards, incentives or promotional programs for Banner | Aetna Medicaid or Medicare Advantage or Prescription Drug Plan members are only permissible if they meet certain CMS requirements. Consult your Compliance Officer or legal contact regarding questions on these CMS requirements.

### Guidelines for government contracts

- For our government contracts (e.g., Medicare, Medicaid), we are prohibited from employing or contracting with persons or entities that have been excluded from doing business with the Federal Government. If you are on either of these lists, you should report it immediately to your Compliance Officer or the Ethics Line.

Our Medicare products are governed by various regulations, including Title XVIII of the Social Security Act; Code of Federal Regulations sections 42CFR 422 and 423; and sub-regulatory guidance released by CMS (e.g., HPMS memos, manuals).

- We also comply with the sanction and debarment screenings of the U.S. Department of Health & Human Services Office of Inspector General (OIG) and General Services Administration (GSA) Systems of Award Management (SAM).

## U.S. federal government contracts

Follow the laws, rules, regulations and requirements of contractor conduct in the Federal Employees Health Benefits Program (FEHBP), Medicare, Medicaid and other U.S. government programs.

- All employees who directly or indirectly administer and/or deliver Medicare-related services must complete mandatory annual training and initial training.
- Follow the rules on recruiting and hiring current or former federal workers. Your legal contact or Compliance Officer must give approval before you talk to such individuals about working at the Company.
- Notify your legal contact or Compliance Officer right away if you have been debarred, excluded or suspended from working with any government sponsored program. This includes Medicare and Medicaid. You must also tell them if you know of any other reason why you might not be permitted to perform work related directly or indirectly to a government sponsored program, or if you know of anyone who works for or is affiliated with the Company who is in this situation.

## Q&A

**One of my municipal customers has asked that we contribute to a local charity event to benefit the town's firefighters. Is there any reason we can't do that?**

There might be and, therefore, you need to check with your Compliance Officer or legal contact. Government plans are often subject to very broad restrictions about

soliciting or receiving payments from suppliers, particularly payments that might be seen as influencing the award or renewal of business. Our Company strongly supports community involvement. However, any donation to or at the request of a government customer or prospect should be reviewed by your Compliance Officer or legal contact to determine whether it is allowable.

**We are going to hire a former public sector person to help us respond to a state RFP and pay her a fixed fee with success bonus if we get the business. Is this, okay?**

Increasingly, former government officials are subject to "revolving door" restrictions related to dealings with their prior employer. Therefore, it must be determined if and how these rules apply to your prospective hire prior to engagement. Also, it is Company policy not to engage procurement consultants on a contingency fee basis. Consult with your Compliance Officer or legal contact before engaging any procurement consultant to work in the public sector.

**I have an appointment to meet with an official from the federal government agency we are seeking to do business with. May I take her to lunch after the meeting? Can I leave her with a logo pen to keep us fresh in her mind?**

Generally, government entities have specific rules around accepting gifts (of any size or significance) from a supplier.

So, before you extend the luncheon invitation or give the logo pen, consult with your Compliance Officer or legal contact.

**The RFP for a potential government customer includes one required item that we cannot accommodate. I hate to have this one item jeopardize our chances to win this account. Can I just indicate in the RFP that we are able to provide the item and worry about the consequences later?**

No. We should never make a commitment that we cannot meet and must be diligent, thorough, and honest in all of our business dealings. Failure to do so is not only unethical; it might also be considered a violation of the False Claims Act. Possible consequences for violation of this law include civil and criminal penalties.