

Code Of Ethics

CREWPACKWINGS



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Dear Colleague

Crew pack wings

At Crew, we strive everyday to be the leader in helping individuals with disabilities or economic disadvantages develop work skills, locate work and achieve full pass reputation in society. A code of ethics has been adopted by our board of directors to provide clear statement of the ethical principles we expect each of our employees to follow. Together with other elements of our Compliance Program, the Code of Ethics sets forth the conduct we expect from everyone associated with Crew pack wings aims to set the standard for ethical conduct at all of our locations throughout southeastern Wisconsin and metropolitan Chicago. Compliance with the letter of the laws and regulations that govern our business is only a start. We are a company that values teamwork, sets team goals, and embraces diversity. We are committed to excellence and continuous improvement, and we pursue superior performance in every and professional conduct. Our Code deals both with "doing things right" and with "the right thing to do " in all situations.

This Code provides a general statement of our philosophy and values.

Each operating area within Crew pack wings has unique requirements for compliance and business conduct ? Details on those requirements can be accessed via GPS (www.crewpackwings.com) or obtained from your supervisor or Is usually the best source of information and guidance. We have many resources to assist you in meeting the challenge of performing your duties and responsibilities. If you face a difficult ethical decision, your supervisor is usually the best source of information and guidance.

"will Executives are available to assist you whenever necessary. Often the is no better course of action than to apply common sense and good judgment in every situation, but do not hesitate to use these resources whenever you need clarification. We are proud of our employees and our participants, and of the work we do everyday. Thank you for doing your part to create and maintain an ethical work environment.

Syed Moin Ahmed.

President and Chief Executive Officer

OUR ORGANIZATION

(Crew pack wings) is a halal chicken wings

Illinois corporation founded in Chicago in 2023 today, it encompasses not only in Chicago but in other different countries in world and Northern Illinois. We carry out our mission through five operating divisions.

Dark store , halal chef knife, food Industry related services, cleaning service, crew pack Manufacturing uniform leather jackets, crew pack wings and Metropolitan Chicago.

OUR MISSION, OUR VISION,

Vision,

Values

Mission

Crew pack wings provides training, employment and supportive services for people with disabilities or disadvantages who seek greater independence.

Vision

Our vision is to be the recognized leader in helping people with disabilities and other barriers to employment develop work and life skills, find work and successfully perform that work.

Values

Respect. We treat one another with dignity and fairness. We appreciate the diversity of our workforce, the special needs of our participants and the uniqueness of each employee. Integrity. We say what we mean, we deliver what we promise, we stand for what is right in our dealings with customers, employees, suppliers and communities.

Trust. We build confidence through teamwork and open communication and alliances with others who share our goals. The power of work. We believe in the power of work to transform lives, provide individuals with independence and dignity and improve the quality of life in communities.

Operational excellence. We pursue operational excellence through sustained, systemic improvement of all processes by which we deliver to our customers.

CODE OF ETHICS

Employees

Each Crew pack wings employee pledges as follows:

- I will do my best to see that Crew pack wings meets the needs of persons receiving services
- I will respect the value and dignity of all individuals
- I will do my best to create and maintain a climate of loyalty, trust, and mutual respect

I will support a work atmosphere in which the work of each individual is respected as important

I will strive to speak to everyone in a friendly, positive, enthusiastic, and courteous way

- I will be loyal to Crew pack wings and will refrain from doing anything that might bring discredit to the organization

I acknowledge that enthusiasm and a positive attitude always make for a better workplace

I will be a responsible steward of Crew pack wings resources I will carefully consider the public perception of my personal and professional actions, and the effect my actions could have on Crew pack wings reputation in my community and elsewhere I will abide by the professional code of conduct associated with any professional title I hold

- I will seek input on my decisions from fellow employees who are affected by them, where possible, and I will communicate those decisions with clarity, fairness and sensitivity.

Financial practices

All financial practices shall be handled in accordance with the applicable federal, state, and local laws

- All financial matters shall be conducted within the standards of commonly accepted, sound financial management practices All financial matters that fall within the purview of the organization's financial management policies shall comply with those policies

All financial matters covered by Crew pack wings bylaws shall be handled in accordance with those bylaws

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CODE OF ETHICS

manager on duty

I will recognize excellent work done by other staff members and persons receiving services.

I will support a work atmosphere that is open and collegial while being mindful of the need for confidentiality.

I will support the decisions of management. I may state my position, but ultimately as a staff member I must follow management's final decision.

I will strive to adhere to all applicable laws and regulations to protect and enhance Crew pack wings ability to meet its mission. I will strive for personal and professional growth to improve my effectiveness.

CODE OF ETHICS

Board of Directors

Each member of the Board pledges as follows:

- I will do my best to see that Crew pack *wings* operates to uphold the organization's integrity, to adhere to its bylaws, and to merit the trust and support of the public.
- I will strive to adhere to all applicable laws and regulations to protect and enhance Crew pack wings ability to accomplish its mission. I will treat others with respect, doing for and to others as I would have done for and to me in similar circumstances. I will be a responsible steward of Crew pack wings resources I will take no actions that will benefit me personally to the detriment of Crewpackwings , and will avoid conflicts of interest. - I will carefully consider the public perception of my personal and professional actions, an the ffect my actio s could have, positively or negatively, on Crew pack wings reputation in my community and elsewhere.
- I will strive for personal and professional growth to improve my effectiveness as a Crew pack wings Board member.
- I will refrain from unwarranted intrusion into the responsibilities of Crew pack wings operational management.

CODE OF ETHICS

Treatment of Persons Receiving Services

Each employee who deals with individuals receiving services from Crew pack wings pledges as follows:

- I will treat persons receiving services with respect and dignity, regardless of disability or other barriers.
- I will take actions which promote self-esteem in those we serve. - I will show empathy and will be willing to use insights gained as a result to improve situations.

I will actively enlist the involvement of those we serve so as to increase the self-worth of those individuals.

I will respectfully seek and accept, from persons receiving services, input into the services they receive.

- I will at all times respect the legal rights of persons receiving services. - I will do what I can to maintain an atmosphere in which those receiving services may learn and develop.

I will be alert for attitudinal, architectural, communication, and any other accessibility barriers that may exist within Crew pack wings , and will take steps to identify and correct such barriers.

CODE OF ETHICS

marketing activities

Marketing activities are part of Crew pack wings accountability to the public.

Marketing activities and efforts shall always be conducted with an attitude of respect for the dignity and privacy rights of individuals receiving services.

Marketing activities and efforts will never be used knowingly to mislead or misinform th public or misrepresent the programs and activities of Crew pack wings

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Marketing activities and efforts will be conducted in a manner that upholds the integrity of Crew pack wings and promotes the continued support and trust of the public in Crew pack wings.

Code of ethics

Treatment of community members

We will always treat community members with respect and dignity.

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We will respond to requests for information from community members in a timely manner.

We will promptly address, in a responsible way, concerns or complaints from the community.

We will solicit and consider input from the community in a respectful manner.

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COMPLIANCE PROCEDURES

1. Reporting Procedures

Sometimes it is not clear what is right in a particular situation. If you have a question about an ethical issue or want to report an ethical violation you observe in your employment, we suggest you use one of the procedures below. Please note that individuals who bring unethical activity to the attention of managers shall not be disciplined or punished as a result of their reports. d. Discuss the issue with your supervisor.

Your supervisor has experience with many issues arising in your work area and has access to many resources. The supervisor should be given a chance to address the issue.

b. Discuss the issue with your Manager on duty representative. If you and your supervisor cannot find an answer, or you do not feel comfortable sharing the issue with your supervisor, contact your Manager on duty representative. They can be helpful in providing information or directing you to the right individual for resolution. c. Discuss the issue with the head of your Division.

If your Manager on duty representative is unable to help, or if you feel your concern is not receiving appropriate attention, contact the head of your operating division.

d. Bring the matter to the attention of the Chief Compliance Officer syed or Higher authority management.

Matters that cannot be resolved within your operating area should be

brought to the attention of the Chief Compliance Officer at (1630) 707-1136 (1630-975-0136

WhatsApp) Number is subject to change will keep updated

Please provide the following information so that managers with responsibility for compliance can follow-up on your concerns:

A detailed statement of your concern and the type of suspected improper or unethical activity

The dates or time period of the suspected improper or unethical activity

COMPLIANCE PROCEDURES

The facility or operating area to which the concern relates

2. Investigation

Reports will be investigated or referred to appropriate personnel for resolution within 5 business days after receipt of the complaint. A decision will be made within 60 days of the initial report. A written decision will be provided explaining the issue and the resolution. Decisions may be appealed to the Chief Compliance Officer and the President within 15 days following receipt of the report.

3. Corrective Action

Violations of the Code of Ethics can result in corrective action, up to and including termination. The Company's policies and procedures on corrective action will apply.

4. Training

Staff receives training on ethics on an annual basis