



ACASTI PHARMA INC.

**CODE OF BUSINESS CONDUCT
AND ETHICS FOR DIRECTORS,
OFFICERS AND EMPLOYEES**

**Approved by the Board of Directors on
August 26, 2019**

CODE OF BUSINESS CONDUCT AND ETHICS FOR DIRECTORS, OFFICERS AND EMPLOYEES

PURPOSE

1. The purpose of this Code is to establish minimum guidelines of business conduct required of directors, officers and employees of the Company. The Chief Executive Officer is responsible for designating appropriate officer(s) or director(s), to implement and monitor compliance with this Code.

SCOPE

2. Acasti Pharma Inc. (the “**Company**”) has adopted the following code of business conduct and ethics (the “**Code**”) for its directors, officers and employees which sets forth the principles of business ethics to be followed by all directors, officers and employees of the Company.

CONFLICTS OF INTEREST

3. The Company reaffirms its confidence in the loyalty and integrity of all members of its staff. It is considered desirable to state the policy of the Company on the subject of conflicts of interest to serve as a guide to directors, officers and other employees.
4. No director, officer or other employee shall permit private interests to conflict with the proper discharge of his or her official duties, nor shall he or she have or acquire any private interest which will give the appearance of such a conflict.
5. This Code indicates certain areas in which the policy regarding conflicts of interest has particular application in order that such situations may be avoided; however, ethical action is expected of all directors, officers and employees in all relevant circumstances, whether enumerated or not.

Disclosure of Potential Conflicts

6. Potential conflicts should be discussed with the Chief Executive Officer. In circumstances where it is unclear as to whether or not such a discussion is required, the director, officer or other employee should err on the side of disclosure. Prior disclosure of a possible conflict of interest does not in itself suggest wrongdoing but helps eliminate embarrassing misunderstandings and ensure that the duty of loyalty is not inadvertently violated.

OUTSIDE EMPLOYMENT AND BUSINESS ACTIVITIES

7. Employees may take on employment and engage in or otherwise invest in business ventures, partnerships or enterprises, but only outside their working hours and with the approval of their supervisor or other management approval. However, employees must avoid outside employment, businesses and other activities which would impair their effective performance as a Company employee, which could have an adverse impact on the business or reputation of the Company, or which might create or appear to create a conflict with the best interests of the Company.

8. For these reasons, it is important for there to be current and complete disclosure of any such outside employment or business ventures, partnerships or enterprises that any employee, officer or director may have. Such disclosure should be made promptly to a supervisor (if applicable), any member of management or to the Company's Corporate Secretary and should also be listed in any acknowledgement of this Code requested by the Company. See also

Community Activities

9. Employees, officers and directors may, and are encouraged to, engage in community and volunteer work and activities outside their working hours, and to uphold a commitment to community in all their activities. Requests for donation or sponsorship by the Company or from Company assets, including employee work time, must be made only in accordance with the Company's applicable established policies, procedures, codes, rules and standards and within any established budget therefor or, alternatively, may be submitted to the Corporate Secretary and, in such case, may only be approved by the Chief Executive Officer, Chief Financial Officer or other officer, manager or senior employee designated by the Chief Executive Officer or Chief Financial Officer for such purpose. See also "Lobbying Activities and Political and Charitable Contributions" section below.

Business Affiliations

10. The business affiliation of directors, officers and other employees should be a matter of Company record and, should any action of the board of directors (the "**Board**") be required on Company business which may be influenced by an affiliation of one of the directors, the director so involved should bring such affiliation to the attention of the Board and abstain from any vote thereon. Every officer or employee must obtain the approval of the Chief Executive Officer prior to accepting a position as director, partner, officer, consultant or advisor to any other insurance or reinsurance organization or to any other business organization.

Industry and Civic Activities

11. The Company encourages participation in activities of the biotechnology industry and those civic activities which are for the public good. It is important, however, that the amount of time devoted thereto does not impair the individual's ability to fulfill his or her official duties with the Company. With respect to participation in the activities of the nutraceutical and biotechnology industry, the approval of the Chief Executive Officer, or such individual(s) as the Chief Executive Officer may designate, must be obtained in each case.

Business Interests

12. Directors, officers and other responsible employees, or members of their immediate families must not have any material interest in any organization carrying on business with the Company, except as permitted by applicable laws. Nothing contained herein shall prohibit any corporation or partnership, in which one or more of them is an officer or director or partner, from serving as a depository of the funds or securities of the Company.

Board Appointments

13. An employee may not sit on the board of a publicly traded company or other entity (other than a

Company entity) without the permission of his or her supervisor, or in the case of senior officers, the Chief Executive Officer. Membership on charitable or community boards does not require pre-approval, but such activity must not interfere with duties and obligations to the Company and must not reflect negatively on the Company.

14. An employee who sits on the board of a company or other entity (other than a Company entity) must abstain from voting on any matter that directly or indirectly concerns the Company or would be contrary to the Company's interests or would give the appearance or perception of a conflict of interest.

CORPORATE OPPORTUNITIES

15. Directors, officers and employees are prohibited from:

- (a) taking for themselves personally opportunities that are properly within the scope of the Company's activities;
- (b) using corporate property, information or position for personal gain and;
- (c) competing with the Company. The Company's directors, officers and employees owe a duty to the Company to advance the Company's legitimate interests to the best of their abilities.

CONFIDENTIAL AND PROPRIETARY INFORMATION

16. Except as required in the performance of the regular corporate duties of a director, officer or employee of the Company, disclosure or use without authorization of any confidential information relating to the Company is prohibited. Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. This prohibition applies specifically (but not exclusively) to inquiries made by the press, investment analysts, investors or others in the financial community. This prohibition also applies to information relating to third parties that the Company has obtained under an obligation of confidentiality, or as a result of a commercial relationship. The obligation to safeguard confidential information continues after one's employment with the Company has ended. The obligation to maintain the confidentiality of information may be subject to legal or regulatory requirements to disclose that information. In such cases, the Chief Executive Officer will assist in determining what disclosure is required.

Intellectual Property

17. Intellectual property refers to any creations of the mind, such as inventions, literary or artistic works, programs, databases, designs, symbols, names and images. Intellectual property is protected in law by rights such as patents, copyright and trademarks, which enable the creations to be protection from unauthorized use by third parties. All intellectual property developed by an employee in his or her role during the course of his or her employment with the Company belongs to the Company and all employees assign to the Company all rights the employee may have in such intellectual property. All materials documenting intellectual property must remain with the Company following termination of employment and employees must delete copies from personal devices. Employees must take such reasonable steps as requested by the Company to confirm ownership of any intellectual property in the Company and assist the Company to perfect and maintain its title to such intellectual property and bring or defend cases involving such intellectual property. All employees waive all authors' and moral rights which they may

have in such intellectual property.

Protection and Proper Use of the Company's Assets

18. All employees, officers and directors should protect the Company's assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on the Company's profitability. All of the Company's assets should be used for legitimate business purposes.

USE OF TECHNOLOGY

19. Improper use of the Company's IT resources can create legal liability and these resources should generally be used for Company purposes only.
20. Information transmitted through Company resources implies affiliation with the Company and should therefore reflect positively upon the Company. Sending, receiving, displaying, printing, or otherwise engaging in any communications that are in violation of applicable law or this Code, or any other the Company policy, including, but not limited to, communications that are unlawful, libelous, invasive of another's privacy, threatening, fraudulent, harassing, sexually explicit, defamatory, or otherwise objectionable, or that infringe or may infringe the intellectual property or other rights of another person or company, are prohibited. Employees are expected to discourage others from transmitting such information.
21. Subject to applicable laws, all information of any kind (including without limitation voice communications and electronic messages) stored or transmitted on Company systems is the property of the Company and the Company has the right to monitor, inspect and/or audit any communication or material stored, downloaded, accessed, posted, transmitted or distributed on an employee's computer, phone or voicemail at any time for any purpose, without prior notice to the employee. Communications of any nature on these systems should not be considered private communications.

See the applicable Company policies related to IT acceptable use and information security.

ACQUISITIONS, LOANS, AND GIFTS FROM THE COMPANY

22. Except with the prior written approval of the Chief Executive Officer or individual(s) designated by the Chief Executive Officer, a director, officer or employee of the Company (or any member of his or her immediate family) may not acquire property, or receive loans or gifts, from the Company.
23. No gratuities, whether in the form of gifts or services, should be accepted unless nominal in amount and offered as part of a normal business courtesy.
24. Entertainment is, within limits, a normal part of business activity. However, unusual, excessive or unreasonable entertainment should be avoided.

RETALIATION

25. The Company will not permit any form of retaliation (including discharge, demotion,

suspension, threats, harassment or any other form of discrimination) against an employee who has truthfully and in good faith:

- (a) reported violations of this Code;
 - (b) lawfully sought advice about providing information, expressed an intention to provide information or provided information or assistance regarding any conduct which the employee reasonably believes constitutes a violation of applicable securities laws, anti-bribery laws or laws relating to fraud against securityholders;
 - (c) cooperated, filed, caused to be filed, testified, participated in or otherwise assisted in, or expressed an intention to do any of the foregoing, in an investigation or proceeding related to a violation of applicable securities laws, anti-bribery laws or laws relating to fraud against securityholders; or
 - (d) provided a law enforcement officer with truthful information regarding the commission or possible commission of a criminal offence or other violation of law, unless the individual reporting is one of the violators.
26. Any retaliation against an employee who has truthfully and in good faith done any of the foregoing in accordance with this Code will result in discipline, up to and including dismissal. See also applicable Company's policies related to whistleblowing.

WORK ENVIRONMENT

27. The Company is committed to respecting human rights both within the Company and with those with whom the Company does business and the Board oversees this commitment and the Company policies in which it is reflected.
28. The Company respects human rights by seeking to avoid infringing on the rights of others and seeks to address adverse human rights impacts with which the Company may become involved. We prohibit the use of any forced, compulsory or child labor.
29. The Company respects the rights of Company employees and seeks to provide fair and safe working conditions, including a work environment that is free from discrimination and harassment and affords equal opportunity to all. This commitment is supported by a broad range of programs for employees and their family members, including employee benefits focused on health, personal wellness, parental leave, diversity and inclusion, and education.

Discrimination and Harassment

30. The diversity of the Company's employees is a tremendous asset. The Company is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. Derogatory remarks and inappropriate characterizations of people and companies are prohibited. This applies equally to oral statements, e-mail messages, internal memos and formal reports.

Employee Privacy and Personal Information

31. The Company has policies, procedures, codes, rules and standards in place, which are designed to protect the privacy of its employees, officers, directors, contractors, agents and other representatives to the extent such protections do not conflict with or otherwise interfere or impede the Company's ability to maintain an appropriate work environment and protect and maintain the Company's reputation and business.
32. The Company limits the collection of personal information to that which is necessary for business, legal, security or contractual purposes and collection of personal information is to be conducted by fair and lawful means with the knowledge and consent of the individual from whom the information is being collected. Access to employee personnel and medical records and the information contained therein must be limited to those with a need to know for a legitimate business purpose.
33. All employees have the right to see their own personnel record.
34. Personal information must not be used or disclosed for purposes other than those for which it was collected, except with the knowledge and consent of the individual or as required by law. Personal information must be retained only as long as necessary for the fulfilment of those purposes and must be kept sufficiently accurate, complete and up-to-date to minimize the possibility that inappropriate information may be used or disclosed.
35. The Company and its employees must observe obligations of confidentiality and non-disclosure of personal information, including information of its employees and customers, with the same degree of diligence that employees are expected to use in protecting Confidential Information. All employees must adhere to applicable Company policies, procedures, codes, rules and standards in place to protect personal information against loss or theft, as well as unauthorized access, disclosure, copying, use or modification of personal information of others. See applicable Company policies related to data protection.

Substance and Alcohol Abuse

36. The use, possession, sale, purchase and the negotiation for sale or purchase of illegal substances or alcohol in the workplace or on or through Company property is prohibited unless otherwise authorized. The abuse or improper use of prescription or over-the-counter drugs while in the workplace or on or through Company property is also prohibited. Employees are prohibited against using drugs or alcohol in a manner, whether before, during or after work hours, which adversely affects job performance or customer or supplier relations or compromises the safety of other persons. See applicable Company policies related to drugs and alcohol.

REPORTING

37. The Company actively promotes ethical behavior in all its business activities. The Company's directors, officers and employees are encouraged to speak to their managers or other appropriate personnel at any time if there is any doubt about the best course of action in a particular situation. The Company's directors, officers and employees are required to report violations of law, rules, regulations and this Code to their managers, senior management or the Board, as appropriate. Every reasonable effort will be made to ensure the confidentiality of those furnishing information.

HEALTH, SAFETY & THE ENVIRONMENT

38. The health and safety of employees is a vital concern for the Company and all Company employees share a responsibility to promote a workplace free of preventable safety and health hazards that complies with all applicable laws and regulations governing workplace health and safety. This commitment encompasses all of the Company's facilities and operations. Each employee must be proactive and follow all of the Company's safety and health rules and report possible safety and health issues and concerns to appropriate management personnel.
39. The Company is committed to conducting operations and activities in a manner that protects the environment. Company policy is that no employee shall engage in conduct that violates environmental laws or regulations or is otherwise inconsistent with the health and safety needs of our employees and the environmental needs of our communities. The Company's employees are expected to take steps to conserve energy resources to the fullest extent possible consistent with sound business operations and the Company encourages its offices, employees, suppliers and vendors to participate in energy and water conservation and recycling programs.
40. The Company is also committed to the continuous improvement of its environmental management systems, its environmental, health and safety programs, and to the prevention of pollution.

ETHICAL BUSINESS PRACTICES

Compliance with Laws

41. The Company is committed to being a good corporate citizen of all the jurisdictions in which it conducts business. Because of this commitment, directors, officers and employees of the Company must comply in all respects with all applicable laws, rules and regulations, including insider trading, in each jurisdiction in which it does business. Directors, officers and employees of the Company must cooperate fully with those (including the Chief Financial Officer) responsible for preparing reports filed with the securities regulatory authorities and all other materials that are made available to the investing public to ensure those persons are aware in a timely manner of all information that is required to be disclosed. Directors, officers and employees should also cooperate fully with the independent auditors in their audits and in assisting in the preparation of financial disclosure.
42. Senior officers of the Company must comply with the Company's policies on timely disclosure adopted from time to time and provide full, fair, accurate, understandable and timely disclosure in reports and documents filed with, or submitted to, securities regulatory authorities and other materials that are made available to the investing public.

FAIR DEALING AND INTEGRITY

43. One of the most valuable assets of the Company is its reputation for fairness and integrity. Each director, officer and employee of the Company should deal fairly with the Company's customers, suppliers, competitors and employees. Employees, directors and officers should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice. Directors, officers and

employees must not take any action that could undermine that reputation in dealings with the Company's employees, customers, suppliers or governmental officials.

Use of Written Agreements; No Side Deals or Side Letters

44. The Company documents business transactions with full and complete written agreements that set out the terms and conditions of the agreement and understandings between the parties. No new agreement can be created, or an existing agreement modified, without approval of the Corporate Secretary. All new agreements should also be reviewed by the relevant functional areas, including finance, as the terms and conditions of the agreement may affect how the Company records and reports the transaction for accounting or other purposes. No oral contracts, informal letters of understanding or intent, "handshake deals" or side letters are permitted. Where the Company has developed standard written agreements and other provisions, schedules, riders and appendices, Company employees must use these standard forms except to the extent that changes are authorized either by appropriate management personnel or the Corporate Secretary.

Records Retention and Destruction

45. Legal and regulatory practice requires the retention of certain records, such as certain tax, personnel health and safety, and financial records, for various periods of time and employees, officers and directors are required to comply with Company controls for the retention and timely destruction of records. In addition, when litigation or a governmental investigation or audit is pending or imminent, relevant records must not be altered or destroyed until the matter is closed. Alteration or destruction of records in a legal or governmental proceeding may constitute a criminal offense.
46. Questions regarding records retention should be addressed to the Corporate Secretary, particularly if any litigation, investigation, inquiry or administrative action involving the Company or any of its employees, suppliers or customers is pending or threatened.

Ethical Competitive Practices and Third-Party Intellectual Property

47. The Company competes vigorously and creatively in its business activities, but does so in a fair, lawful and ethical manner. Employees must not use improper or illegal means of gathering information about competitors or other third parties and must not exchange information or agree with competitors in connection with pricing or other matters that are prohibited by applicable law. Theft or illegal entry and electronic eavesdropping are unacceptable means of searching for competitive intelligence. Employees, officers and directors of the Company must also not knowingly use or bring onto the Company's computer systems intellectual property belonging to third parties without the applicable third party's consent, a license or other legal right.

Crime and Money-Laundering Prevention

48. The Company is committed to comply fully with all applicable anti-money laundering laws, both domestically and internationally. The Company will conduct business only with reputable customers who are involved in legitimate business activities and whose funds are derived from legitimate sources. All employees are to take reasonable steps to ensure that the Company does not aid or take part in any illegal activities or accept payments that have been identified as a means of laundering money. See also applicable Company policies related to anti-money

laundering.

ACCOUNTING CONTROLS

49. All transactions shall be properly approved and accurately reflected on the books and records of the Company. Falsification of transactions and Company records or off-the-record trading or other off-the-record business transactions are strictly prohibited and subject to disciplinary action or termination.

DEALINGS WITH PERSONS OUTSIDE THE COMPANY

50. The honesty and integrity of those who represent the Company must underlie all of the Company's relationships with persons outside the Company.

Dealing with Public Officials

51. As a general matter, all dealings between employees, officers and directors of the Company and public officials are to be conducted in a manner that will not compromise the integrity or impugn the reputation of the Company, its employees, officers or directors or any public official and in accordance with applicable anti-bribery laws. Anti-Bribery laws govern restrictions on payments, gifts, or offers to make payments or give gifts, either directly or through third parties, to current public officials. The scope of anti-bribery legislation is very broad and applies to the activities of the Company, and activities carried out through its subsidiaries, affiliates and through third-party consultants and lobbyists, anywhere in the world.
52. Even the appearance of impropriety in dealing with public officials is improper and unacceptable. Any participation, whether directly or indirectly, in any bribes, kickbacks, improper profit-sharing arrangements, illegal gratuities, indirect contributions, improper inducements, "facilitation payments" or similar payments to any public official is expressly forbidden, notwithstanding that they might further the business interests of the Company and notwithstanding that such practices may be considered to be a way of "doing business" or necessary in a particular country in question.
53. The Company may hire former public officials from time to time, but because of the restrictions that applicable laws can place on such arrangements in certain circumstances, employees, officers and directors must first consult with the Corporate Secretary prior to hiring a current or former public official, or their family members and the Company will not hire any such official if he or she is participating in a matter reasonably regarded as involving the Company's interests.
54. For purposes of this Code, a "public official" should be interpreted broadly and includes any official or employee of a government or of a department, organization or agency of a government (or any department, organization or agency thereof); any employee of any company owned or controlled by a government; any official who holds a legislative or judicial position; any official of a public international organization; any political party or official of a political party; any candidate for political office; and any person or firm acting in an official capacity, including for, or on behalf of, any of the following: a government, a department or agency of a government, a company owned or controlled by a government, a legislator, a judicial officer, a public international organization, or any political party.

Dealing with the Media and Communications Generally

55. The Company is committed to providing, as appropriate, full and prompt disclosure to the public of material developments and events. However, all media, public and investor relations and communications are to be coordinated through the Corporate Secretary and the Investor Relations or Public Relations Departments, as applicable, in accordance with the Company's Disclosure Policy and applicable laws. Employees should not comment on any inquiry from the media, no matter how innocent the inquiry may appear. Any employee who is asked by the media or otherwise for a statement or to give a presentation should explain that he or she is subject to this Code and the Disclosure Policy and refer the matter to the Corporate Secretary.

Dealings with Suppliers, Agents and Representatives

56. Selection of suppliers to the Company will be based on merit after due consideration of alternatives. The Company will only deal with suppliers who comply with applicable legal requirements (including any applicable regulations requiring, for example, the conduct of background checks) and the Company's standards relating to, among other things, labor, including not using child or forced labor, environment, health and safety, intellectual property rights and refraining from improper payments.
57. The Company will enter into representation agreements only with companies or persons believed to have a record of and commitment to integrity.
58. The Company expects all of its suppliers to comply with this Code, to the extent feasible, and any applicable supplier code of the Company in the course of that supplier's dealings with or on behalf of the Company. Suppliers are required to promptly report an actual, potential or suspected breach of this Code and any other applicable code of the Company, or of applicable laws promptly and truthfully in accordance with Company policies relating to whistleblowing.
59. Confidential information received from a supplier must be treated as if it were the Company's Confidential Information (see "Confidential Information").

Lobbying Activities and Political and Charitable Contributions

60. Neither the Company nor its personnel or representatives will engage in or undertake lobbying activities on behalf of the Company unless prior express approval of the Corporate Secretary has been obtained following consultation with appropriate compliance personnel. The Company respects personal participation in the political process by employees, however, that involvement and participation in the political process must be on an individual basis, on personal, not Company, time and at the person's own expense. The use of Company funds, goods or services as contributions to political parties, candidates, campaigns or charities is not permitted. See also applicable Company policies related to anti-bribery, probity review standards and procedures and applicable guidelines for political activities and contributions.
61. The Company supports various charitable endeavours and employees are encouraged to participate in charitable and other community organizations, provided that such participation does not reflect negatively on the Company and does not take too much employee time or otherwise conflict with the employee's work. Except with prior legal approval, soliciting

donations to any charitable or non-profit organization, on the Company's time to Company employees or suppliers is not permitted.

INVESTIGATIONS

62. The Company will fully cooperate with any appropriate governmental or regulatory investigation. Any time an employee, officer or director receives information about a new government, regulatory or other investigation or inquiry, this information should be communicated immediately to the Corporate Secretary.
63. Employees, officers and directors should never, under any circumstances:
- (a) destroy or alter any the Company documents or records in anticipation of a request for those documents from any government agency or a court;
 - (b) lie or make any misleading statements to any governmental investigator (including routine as well as non-routine investigations); or
 - (c) attempt to cause the Company, any employee or any other person, to fail to provide information to any government investigator or to provide any false or misleading information.
64. Should any governmental, regulatory or other inquiry be made through the issuance of a written or oral request for information, such request should immediately, and before any action is taken or promised, be submitted to the Corporate Secretary.
65. In addition, employees, officers and directors are required to cooperate with all internal Company investigations, including investigations conducted by the Confidential Designee (as such term is defined in the Company's Whistleblower Procedure and Policy) pursuant to the Company's Whistleblower Procedure and Policy.

COMPLIANCE

66. This Code will be posted to the Company's intranet and website and a copy of this Code will be made available to each Company employee. To ensure a proper understanding of this Code, any questions pertaining to its application to the area of responsibility and jurisdiction of the employee, will be explained by the employee's supervisor. A copy of this Code is made available to each director as part of his or her orientation materials.
67. At the commencement of employment or other service with the Company, and from time to time as may be requested by the Company, each employee, officer and director, as applicable, must complete an acknowledgement and disclosure statement attesting to that individual's compliance with this Code. All such acknowledgements will be retained by the human resources department for purposes of confirming that each employee, officer and director has acknowledged this Code.
68. The Company reserves the right to audit compliance with this Code. Accordingly, all employees, officers and directors must afford any external or internal auditors full, free and unrestricted access to all the Company operations, records, facilities and personnel and will take appropriate

measures to safeguard information obtained through the audit process.

69. An employee, officer or director or other representative who becomes aware of a violation or possible violation of this Code or any of the Company's statements and policies must report that information immediately to his or her supervisor (if applicable) or a senior officer or director of the Company. Managers, officers and directors may be subject to disciplinary action if they condone misconduct or do not demonstrate the appropriate leadership to ensure compliance with this Code.
70. An employee may report questionable accounting or auditing matters, on an anonymous basis, by sending a report to the Chair of the Company's Audit Committee through the Whistleblower Hotline E-mail address at audit.acasti@gmail.com, or such other methods as set forth in the Company's Whistleblower Procedure and Policy. For further information on reporting, staff should refer to the Whistleblower Procedure and Policy. Employees, officers and directors must cooperate fully in any Company investigation and must take all reasonably steps necessary to safeguard the integrity of the investigation.
71. Non-employees are expected to report violations or possible violations of this Code, any of the Company's policies, or any other improper activity by sending a letter to the Chair of the Company's Audit Committee at 545 Promenade du Centropolis, Suite 100, Laval, Québec H7T 0A3, or anonymously through the Whistleblower Hotline email address provided above.
72. Where a concern arises over an officer or director's conduct in relation to this Code, the GHR Committee will serve as an independent authority for overseeing the disciplinary process of the involved individual.

WAIVER FOR EXECUTIVE OFFICERS OR DIRECTORS

73. A waiver of this Code for executive officers or directors will only be granted by the Board. Any waiver granted (or implicit waiver) will be disclosed to the extent required by applicable law or the rules of any applicable stock exchange.

AS AMENDED AND RESTATED ON August 26, 2019.