THIS POLICY IS LEGALLY DESIRABLE

Personal Conduct Policy

ABC Company respects the privacy interests of its employees and recognizes their **right to conduct their personal lives** free from interference from the Company. Certain off-duty conduct may reflect poorly upon an employee’s character and judgment and thereby influence their standing as an ABC employee. Therefore, employees who engage in illegal or criminal conduct off-duty may be subject to disciplinary action by the Company, up to and including termination of employment, if such conduct is determined by management to be harmful to our corporate image, to be inconsistent with expectations of our employees or to otherwise adversely affect our legitimate business interests.