



Mother Cabrini
HEALTH FOUNDATION™

A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER (CEO)

At Mother Cabrini Health Foundation (the “Foundation”), we hold ourselves to the highest standards of ethics, integrity, and accountability. This Code of Conduct reflects the principles that guide our actions and decisions as individuals and as a Foundation. It serves as both a resource and a reminder that how we achieve results is just as important as the results themselves.

Our Code is not just a document - it is a commitment we make to each other and to the communities we serve. Whether you are new to the Foundation or have been with us for years, I encourage you to read it carefully, refer to it often, and use it to guide your conduct and decision-making. Living our values means speaking up when something doesn’t seem right, asking questions when you're unsure, and supporting a culture where everyone feels responsible for maintaining our ethical foundation.

As CEO, I fully endorse the Code of Conduct and expect every member of our team to understand and uphold its principles. Together, we can ensure that our work continues to be rooted in trust, respect, and accountability.

Thank you for your commitment.

Msgr. Gregory Mustaciulo
Chief Executive Officer

CODE OF CONDUCT

The Foundation expects all employees to maintain the highest standards of ethical and professional conduct, as outlined in this handbook, and to conduct themselves in a manner consistent with our mission and values as we work together to achieve our common goals. This standard includes demonstrating integrity, honesty, and respect toward each other and our stakeholders while at work and otherwise engaged in Foundation activities.

Our code of conduct includes adherence to the following important policies:

- Nondiscrimination and Equal Employment
- Anti-Harassment Policy
- No Retaliation

In addition, all employees must comply with applicable laws and regulations that govern our industry and business practices. We are expected to adhere to the following standards:

- To act in accordance with prevailing laws, regulations, and internal policies.
- To act with honesty and integrity in all dealings and transactions, whether internal or external.
- To treat applicants, employees, grantees, consultants, vendors, stakeholders, and members of the public fairly, and in a cooperative and dignified manner.
- To maintain a safe and productive workplace.
- To avoid both real and perceived conflicts of interest, as described in the Conflict of Interest Policy.
- To manage resources prudently and responsibly.

All employees have a responsibility to understand and follow the Code of Conduct, as well as other provisions of this manual which govern employee behavior when acting on behalf of the Foundation. Violation of this Code of Conduct or the provisions of this handbook may result in disciplinary action, up to and including termination.

ANNUAL COMPLIANCE TRAINING

Each year, employees must complete training on a variety of topics, including the following. Submission of evidence of completion will be required:

- Harassment in the Workplace, including sexual harassment
- Conflict of Interest
- Code of Conduct