



Code of Conduct

Purpose

This *Code of Conduct* serves as a standard for all interactions within and with the Loan Programs Office (LPO), including between members of the LPO team (“LPO team” and/or “we”) (such as federal employees, contractors, interns), advisors, applicants, and any other parties.

LPO’s mission is to be the premier public financing partner that accelerates high-impact energy and manufacturing investments to advance America’s economic future. Achieving that mission depends on meeting the standards in this document, which are rooted in our four core values.

We commit to being **bold, dedicated & engaged, respectful, and collaborative**. We require that all parties engaged with the office also act in accordance with these values.

We are **BOLD**.

We take initiative and work with efficiency and responsiveness to advance America’s economic future.

- Take initiative to drive projects and programs forward.
- Recognize when a decision is final and then work together to move forward with that direction.
- Take appropriate and managed risk – complying with all policies and procedures – to support the energy transformation.

We are **DEDICATED**

We are committed to LPO’s mission, projects, and project partners, including advisors, clients, and communities.

- Support projects that have a positive impact on communities and the planet.
- Commit fully to the LPO process and prioritize engagements accordingly.
- Provide clear, honest, upfront communication about timelines and changes to timelines.

We are RESPECTFUL.

We foster a community of trust and respect to uplift all team members and support outcomes.

- Treat all LPO team members, applicants, advisors, and stakeholders with respect, dignity, and kindness.
- Uphold the highest standards of trust, discretion, and integrity.
- Uphold professionalism in all interactions and handle inevitable professional disagreement appropriately.

We are COLLABORATIVE.

We recognize the power of synergy and working together to achieve optimal outcomes.

- Welcome, address, and leverage different ideas, perspectives, and expertise.
- Speak up with ideas, questions, and concerns, at the appropriate time and place and to the appropriate person.
- Share information in a timely manner with all necessary parties and in accordance with all regulations.
- Recognize the complex concurrence process required for an LPO loan and loan guarantee and support efficient processing by promptly responding to inquiries.

We are committed to providing an equitable and supportive environment for all individuals associated with LPO. Please report violations of this Code of Conduct or concerns about unethical or inappropriate behavior to Bob Marcum, Deputy Director of LPO. LPO is committed to investigating and addressing reported incidents in accordance with established processes.

Conclusion

By adhering to this Code of Conduct, we collectively contribute to LPO's reputation as a bold, dedicated & engaged, respectful, and collaborative organization and support LPO in achieving its mission.

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