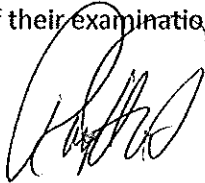


Impact Components Ethics Policy

Impact Components maintains certain policies to guide its employees with respect to standards of conduct expected in areas where improper activities could damage the Company's reputation and otherwise result in serious adverse consequences to the Company and to employees involved. The purpose of this Policy is to affirm, in a comprehensive statement, required standards of conduct and practices.

Impact Components will conduct commerce in a moral and ethical manner, and will not knowingly misrepresent services or product. In addition Impact Components will refrain from such improper activities that include, but are not limited to, illegal behaviors, bribery, kickbacks, embezzlement, payoffs, credit or nonsufficient funds issues.

Internal and Outside Inspectors shall not be forced by any means to report differently about the findings of their examinations or their determination of acceptability.



Ray Ford
Managing Partner

5/20/2015