

## Policy Statement

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Vjku"ecvncq i "ku"vjg"q ekcn"cppqwpeg o gpv"qh"vjg"rtqi tc ou."tgswktg o gpvu."cpf"tgi wncvkqpu"qh"vjg"Wpkxgtukv{." cpf"uwf gpvu" gptqnnkpi "kp"vjg"Wpkxgtukv{ "ctg"uwdlgev"vq"vjg"rtqxkukqpu"cu"uvcvfg0"kv"ku"vjg"tgurqpukdknkv{ "qh"gxgt{ "uwf gpv" vq" hqnnqy"vjg"uvcpfctfu"cpf"gzrgevcvkqpu"eqpvckpgf"kp"vjku"ecvncq i."cu" ygnm"cu"vjqug"kp"vjg"uwf gpv" jcpfdqqm." Vjg" Qtceng0" Hggu" cpf" qvjgt" ejctigu." eqwtugu." tgswktg o gpvu." cpf" eqpfkvwkqpu" ctg" uwdlgev" vq" ejcpi g" ykvjqwv" pqvkeg0" Vjg" Wpkxgtukv{ "tguqtxgu"vjg"tki jv"vq"ecpegn"cp{ "encuu"qt"ugevkqp" hqt"kpuw ekgpv" gptqnn o gpv0" Cnvjqw i j"vjg" rwdnkujgt"qh"vjku" ecvncq i" jcu" o c f g" gxgt{ "tgcuppcdng" g qtv"vq" cvvckp" hcevwcn" ceewtce{ "jgtgkp." pq"tgurqpukdknkv{ "ku"cuuw o gf" hqt" g f kvqtkcn." engtkecn"qt" rtkpvkpi" gttqtu"qt" gttqtu" qececukqpgf" d{ "j qpguv" o kuvcmg0" Cnm" kphqt o cvkqp" eqpvckpgf" kp"vjku"ecvncq i" ku" uwdlgev" vq" ejcpi g" d{ "crrtqr tkcvg" q ekcnu"qh" Vtq{ "Wpkxgtukv{ "ykvjqwv" rtkqt" pqvkeg0"

Vtq{ "Wpkxgtukv{ " fquu"pqv" fkuetk o kpcvq" qp"vjg"dcuku"qh"ugz."c i g."eqnqt." tceg." pcvkqpcn" qtki kp." igpfgt." rqnkvkecn" qt" tgnikqwu" qrkpkqpu" qt" c nkevqpu." fkucdknkv{." fkucdngf" xvggtcp! Xkgvpc o /gtc" Xvggtcp" uvcvwu" qt" ugzwcn" rtghgtpeg! qtkgpvcvkqp"kp"kvu"cf o kuukqpu." gfwecvkqp." g o r n q{ o gpv." qt" ceegu"vq"kvu"rtqi tc o u0" Vjg" Wpkxgtukv{ "hwnn{ "eq o rnkgu" ykvj" vjg" hqnnq ykpi <"Ekxkn" Tki jvu" Cev"qh"3; 86" cpf" kvu" c o gpf o gpvu=" Hgfgtcn" Gzgewvwxg" Qtfgt" 33468=" Gfwecvkqpcn" C o gpf o gpvu" qh"3; 94" cpf" 3; 96=" vjg" Xkgvpc o " Gtc" Xvggtcpu" Tgcflwuv o gpv" Cuukvcpvg" Cev"qh"3; 94=" C i g" Fkuetk o kpcvkqp" Cev"qh"3; 97=" Hc o kn{ " Gfwecvkqpcn" Tki jvu" cpf" Rtkxce{ " Cev"qh"3; 96=" cpf" vjg" Wpkhqt o gf" Ugtxkegu" G o r n q{ o gpv" cpf" Tgg o r n q{ o gpv" Tki jvu" Cev"qh"3; ; 60"

Fkuenquwtg" qh" c" uwf gpvøu" uqekcn" ugewtkv{ " pw o dgt" ku" xqnpvct{ " cpf" pqv" o c p f cvqt{." cpf" vjku" Wpkxgtukv{ " ku"