

Lincare's Business Integrity and Ethics

Governing Principle

The fundamental principle governing Corporate actions and the actions of employees and officers is that ethics and business are inseparable at LINCARE, that no business objective can be achieved without following the highest ethical standards and complying with all the local and national laws and regulations that pertain to our operations.

Conflict of Interest

No officer or employee of the Corporation may have a personal, financial, or family interest that could in any way keep the individual from acting in the best interest of the Corporation. Any actual or potential conflict of interest must be reported to Corporate management as soon as recognized.

Business Relationships

The use of the funds or assets of the Corporation for any unlawful purpose or to influence others through bribes is strictly prohibited, i.e., there shall be no reward, gift or favor bestowed or promised with a view to perverting the judgment or corrupting the conduct of a person in a position of trust.

*Offering or accepting properly recorded business meals, entertainment, or token gifts intended and understood as simple courtesies meant to foster understanding and communication with suppliers, customers, and public officials is allowed.

Memberships

Memberships should serve legitimate business needs. They are appropriate only in organizations whose objectives and activities are lawful and ethical, and fit within the framework of broadly accepted social values.

Financial Integrity

No unrecorded fund will be established for any purpose. All assets of the Corporation will be recorded on the books of the Corporation or its subsidiaries at all times unless specifically exempted by Corporate procedures which are consistent with generally accepted accounting principles.

*No false entry or entry that obscures the purpose of the underlying transaction shall be made in the books and records of the Corporation for any reason.

*No payment on behalf of the Corporation shall be authorized or made with the intention or understanding that any part of such payment is to be used for a purpose other than that described by the documents supporting the payment.