TITLE: CODE OF CONDUCT AND BUSINESS ETHICS

APPROVED FOR:
☑ COMMUNITY HEALTH NETWORK FOUNDATION, INC.
☑ COMMUNITY HEALTH NETWORK, INC.
☑ COMMUNITY HOME HEALTH SERVICES, INC.
☑ COMMUNITY HOSPITAL SOUTH, INC.
☑ COMMUNITY HOWARD REGIONAL HEALTH, INC.
☑ COMMUNITY PHYSICIAN NETWORK (A TRADE NAME OF COMMUNITY PHYSICIANS OF INDIANA, INC.)
☑ COMMUNITY WESTVIEW HOSPITAL (A TRADE NAME OF INDIANAPOLIS OSTEOPATHIC HOSPITAL, INC.)
(EFFECTIVE 7/1/15 – A FACILITY OF COMMUNITY HOSPITAL EAST)
☑ INDIANA PRO HEALTH NETWORK, LLC
☑ COMMUNITY HEART AND VASCULAR HOSPITAL (A TRADE NAME OF INDIANA HEART HOSPITAL) (EFFECTIVE 10/1/14 – A FACILITY OF COMMUNITY HOSPITAL EAST)
☑ VISIONARY ENTERPRISES, INC.

FORMULATED BY: Chief Risk and Compliance Officer

EFFECTIVE/REVIEWED/REVISED: [none - new]

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STATEMENT OF PURPOSE:
The purpose of this policy is to establish expectations for employee adherence to the Community Health Network (CHNw) Code of Conduct and Business Ethics.

POLICY:
Each employee contributes to the integrity of Community Health Network through daily actions and interactions as he or she serves our customers and each other. By adhering to a Code of Conduct and Business Ethics, employees can ensure that CHNw is operating in an ethical and legal manner consistent with our PRIIDE (Patients First, Relationships, Integrity, Innovation, Dedication, Excellence) values.

Through acting with Integrity, we build strong relationships, the respect of the communities we serve, and the trust of all our customers. The Code of Conduct and Business Ethics provides guidance to building integrity on the job and improving the processes we own within CHNw. The Code of Conduct and Business Ethics is available on InComm.
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PROCEDURE:
The following expectations apply to all employees when representing CHNw.
1. All CHNw employees are expected to comply with the Network Responsibility and Compliance Program (NRCP), federal health care program requirements, payer guidelines, CHNw policies and procedures and ethical standards.
2. All Employees are expected to treat others with dignity and respect; observe high standards of honesty, integrity and personal conduct; and deliver quality care.
3. While not all inclusive, the Code of Conduct and Business Ethics, in conjunction with the Standards of Behavior, describes the conduct, professionalism, and ethical behavior expected from each employee.
4. Employees who fail to abide by the Code of Conduct and Business Ethics may be subject to corrective action, up to and including termination.

RELATED DOCUMENTS:
COMP-014, “Network Responsibility and Compliance Program”
HR-003, “Corrective Action”
Code of Conduct and Business Ethics

APPROVED BY: ~[ORIGINAL SIGNATURE ON FILE IN ADMINISTRATION~ ]~
Bryan A. Mills, President and CEO, Community Health Network