

**NAVY PIER, INC.**  
**STATEMENT OF OPERATING PRINCIPLES AND VALUES**

Navy Pier, Inc. (“NPI”) is a not-for-profit corporation governed by an unpaid board of directors of civic leaders committed to serving the public. NPI’s leadership, and financial performance are, to the extent appropriate, intended to be transparent to the community it serves.

Accordingly, the Board of Directors has adopted this Statement of Operating Principles and Values, which reflects NPI’s commitment to excellence, serving the public, and furthering NPI’s mission: to be a world-class public place that celebrates and showcases the vitality of Chicago and provides for the enjoyment of Chicago-area residents and other visitors year-round.

**Commitment to Ethics**

NPI is committed to a working environment that values honesty, integrity, and ethical business practices. To meet that commitment, all NPI Board members, Officers, employees, and volunteers are expected to act with honesty and integrity in all their dealings as representatives of NPI, including by fulfilling their obligation to:

- Adhere to NPI’s Conflict of Interest Policy.
- Conduct business with the goal of utilizing sustainable operations and facilities.
- Treat NPI’s employees with respect, fairness, and good faith and to provide conditions of employment that safeguard their rights and welfare.
- Commit to be a good corporate citizen and to comply with both the spirit and the letter of the law.
- Act responsibly toward and for the benefit of the Chicago community that NPI serves.

**Good Governance**

NPI is committed to a governance structure that advances NPI’s mission with responsible corporate policies. Board members are expected to have or acquire the skills and experience to carry out their duties and to understand and fulfill their governance duties for the benefit of NPI and its mission. In addition:

- The Board seeks diverse points of view and experience as needed to provide credible and effective oversight.
- The Board exercises oversight of the CEO and executive management, including determining fair and appropriate compensation and conducting an annual assessment of the CEO’s performance.
- The Board will conduct operations that promote diversity in its workforce and contracts.

- The Board will take steps to ensure this Statement of Values is effectively communicated to all Officers, employees, and volunteers of NPI so that they understand their obligation to conduct the affairs of NPI with the utmost integrity.

### **Financial Accountability**

NPI is committed to managing its funds responsibly and prudently. To promote financial accountability, the Board and Officers of NPI will oversee activities to ensure:

- NPI's expenses are reasonable and necessary to further NPI's mission.
- NPI maintains accurate books and records, and that financial statements are provided to the Board and executive management on a regular basis.
- NPI compensates Officers and employees, and any others who may receive compensation, reasonably and appropriately.
- NPI seeks to do business with vendors, business partners, and other third parties that share NPI's commitment to excellence and its commitment to conduct business with honesty and integrity. Accordingly, NPI shall not engage with any vendor that NPI determines fails to adhere to these commitments and standards.
- The Board will hold an annual meeting open to the public with information related to the State of the Pier, including financial results and level of diversity inclusion in procurements, construction and employment.

### **Organization**

NPI will establish procedures for recruitment and retention of employees based upon merit and committed to maintaining a diverse and representative quality work force.

### **Transparency**

The Board will make the following information about its operations available on its web site:

- The names of NPI's Board members and executive management team
- The source, amount and use of funds received from a unit of government
- NPI's annual IRS Form 990
- Annual audited financial statements
- Conflicts of Interest Policy
- Information related to NPI's level of diversity inclusion including procurement/construction expenditures as well as employment.

## **Non-Discrimination and Commitment to Diversity**

It is the policy of Navy Pier, Inc. not to discriminate against any individual on the basis of race, color, religion, ancestry, national origin, citizenship status, age, sex, marital status, genetic information, sexual orientation, gender expression, gender identity, non-disqualifying disability or veteran/military status in matters of activities, employment or procurement. In particular, and without limitation to the foregoing, NPI is committed to diversity in the workplace as well as diversity in the selection of vendors, business partners, and other third parties with whom it conducts business. To that end, NPI shall establish goals for inclusion in procurements not less than those in effect for Navy Pier at the time NPI began operations. NPI considers applicants for all employment positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, disability, or any other legally protected status. NPI also seeks to contract with women and minority-owned businesses who share NPI's commitment to excellence and ethical business practices. NPI will, in making employment and procurement decisions, take steps to ensure an inclusive process which encourages and seeks out diverse applicants and vendors.