



PACE Code of Conduct

I. Introduction:

The purpose of this Code of Conduct is to establish the standards and expectations for all employees, agents, and Trustees associated with the PACE Trust. The PACE Board of Trustees is committed to creating long-term value for member organizations.

II. Core Values and Principles:

1. Ethical Behavior: The PACE Board of Trustees will act with integrity, transparency, and fairness—upholding honesty and professionalism, avoiding conflicts of interest, and prioritizing the best interests of members.
2. Innovation and Continuous Improvement: The PACE Board of Trustees will regularly assess its performance, seek feedback from members, and improve the quality of our services and the satisfaction of those served.
3. Service Excellence, Cost Efficiency and Long-Term Stability:
 - i. The PACE Board of Trustees is committed to service-oriented and competitive excellence by delivering reliable, responsive, and high-quality service; maintaining open communication to address member concerns; and offering sustainable, competitive coverage that promotes positive outcomes and reduces risk.
 - ii. The PACE Board of Trustees is committed to financial responsibility and transparency by delivering cost-effective solutions that ensure long-term stability, offering coverage options that balance affordability with comprehensive protection, and maintaining secure, reliable coverage members can depend on for years to come.
4. Member Focused: The PACE Board of Trustees prioritizes the needs of public education entities by supporting member organizations in managing risk, enhancing safety programs, and proactively identifying and mitigating potential hazards to protect students, staff, and other stakeholders.

III. Upholding Ethical Standards in All Interactions: The PACE Board of Trustees expects all individuals to act with respect, accountability, and integrity—treating others fairly, safeguarding confidential information, collaborating toward shared goals, and complying with all applicable laws and internal policies.