



STANDARDS & PROCEDURES CODE OF ETHICS EFI 504.00SP

- PURPOSE:** To provide Eagle Fire Inc. (EFI) Team Members information regarding the ethical standards on which EFI was founded.
- POLICY:** EFI was founded on certain ethical standards. It is expected that all Team Members will uphold those standards and exhibit them in their daily interaction with customers, the public, and all other Team Members.

I. Sections of the Code of Ethics

- A. Competition: EFI competes fairly for contracts, avoiding any practice that might be construed to be in violation of the antitrust laws and laws governing competition. EFI and its Team Members avoid any activity that could be construed as bid shopping or peddling. EFI and its Team Members do not knowingly violate any law or regulation governing the competitive process.
- B. Qualifications: EFI seeks to perform contracts only for projects for which EFI has the technical competence and experience. EFI does not accept contracts for which it is not qualified. EFI assigns Team Members to projects in accordance with their qualifications and commensurate with the demands of the services to be provided under the contract.
- C. Standards and Practices: EFI provides materials and services in a manner consistent with the established and accepted standards of the construction industry and with the laws and regulations that govern it. EFI performs its contracts with competence, reasonable care and diligence. EFI establishes prices that are commensurate with its services. It serves its customers with honesty and integrity.
- D. Conflicts of Interest: EFI endeavors to avoid conflicts of interest, both corporate and individual. Where a corporate conflict exists, EFI will disclose such conflict to its customer or prospective customer. EFI educates its staff about personal conflicts of interest and has established a procedure for internal disclosure.
- E. Public Safety: EFI assures that the safety of its Team Members, the employees of others on the job site, and the general public are substantially protected during the provision of its services.

- F. Service Providers and Suppliers: EFI treats its service providers and suppliers in an equitable manner, assuring that they are provided clear direction and prompt payment for service provided. EFI does not knowingly violate any law or regulation governing such relationships.
- G. Team Members: EFI complies with the letter and spirit of laws relating to working conditions, equal employment opportunities, and pay practices. EFI does not knowingly violate any law or regulation dealing with employment.
- H. Public Information: EFI assures that all public statements and disclosures it makes are truthful. EFI also protects the proprietary interests of its customers.
- I. Compliance with Laws: EFI does not knowingly violate any law or regulation.
- J. Image of the Construction Industry: EFI avoids actions that promote its own self-interest at the expense of the construction industry and upholds the standards of the construction industry with honor and dignity.
- K. Internal Procedures: EFI has established internal procedures under which its failure to conform to the above practices will be handled. From time to time, EFI reviews this Code of Ethics and its internal procedures with each of its Team Members. If a Team Member, customer or other individual becomes aware of a circumstance in which EFI or a Team Member of EFI fails to conform to the above standards, he/she should immediately report such circumstance to Human Resources. He/she will initiate an investigation of and otherwise resolve the reported issue.

II. Commitment

As a Team Member of EFI, I agree to adhere to the above referenced Code of Ethics in the performance of my duties while employed by EFI.

Team Member Name: _____

Team Member Signature: _____ Date: _____

EFI Representative Name: _____

EFI Representative Signature: _____ Date: _____