



## CODE OF ETHICS

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Since 2008 Maddison Construction Limited (MCL) has made a commitment to the highest level of ethical standards and practices. In recognition of this commitment MCL has produced the following Code of Ethics.

**Client Service:** Serve our clients with honesty, integrity and respect.

**Qualifications:** Accept only projects for which MCL is qualified.

**Standards of Practice:** Abide by and uphold all professional standards as outlined by federal, provincial and municipal laws and regulations.

**Public Welfare:** Refuse to discriminate in the performance or acceptance of a given project on the basis of race, religion, nationality origin, sex, age or disability.

**Fair Competition:** Engage only in fair and equitable bidding practices (OCA Code of Practice for Bidding).

**Conflict of Interest:** Refrain from all instances of collusion and endeavor to avoid all conflicts of interest; promise to disclose all conflicts that may hinder objectivity and fairness.

**Integrity and Professionalism:** Abstain from taking actions that promote the self-interest of the organization at the expense of or risk of injury to the integrity of the construction industry.

**Professional Development:** Dedication to continued education and professional development; strive to learn new skills and improve upon known construction methods and practices.

**Fair Compensation:** Make a commitment to negotiating fair and reasonable compensation with all clients commensurate with services rendered. Commit to providing fair compensation to all employees based on levels of experience and training or combination thereof.

**Release of Information:** Pledge to make only truthful statements and maintain confidentiality of information and records at all times.

**Conflict Resolution:** Strive to recognize all instances of conflict and resolve each issue equitably and develop methods to lessen or avoid similar instances in the future.