

Combination Construction Ethical Policy

1. Purpose

At Combination Construction, we are committed to conducting our business with integrity, accountability, and respect. This Ethical Policy outlines the principles that guide our behavior in the workplace, on job sites, and in our interactions with clients, partners, subcontractors, and the wider community.

2. Core Values

- **Integrity:** We act honestly and transparently in all aspects of our work.
- **Quality:** We are committed to excellence and delivering high-quality results.
- **Respect:** We treat everyone—employees, clients, and community members—with fairness and dignity.
- **Safety:** We uphold the highest safety standards to protect our team and the public.
- **Sustainability:** We aim to minimize our environmental impact and promote responsible building practices.

3. Workplace Conduct

- We promote a workplace that is free from discrimination, harassment, and bullying.
- We encourage diversity, inclusion, and equal opportunity.
- We maintain a zero-tolerance policy for drugs and alcohol on site.

4. Health & Safety

- Compliance with all relevant health and safety regulations is mandatory.
- We provide regular training to ensure all staff are equipped to perform their duties safely.
- Unsafe practices or conditions must be reported immediately and corrected.

5. Environmental Responsibility

- We commit to sustainable construction methods and waste reduction.
- We strive to meet or exceed environmental regulations and industry standards.
- We assess the environmental impact of our projects and seek ways to improve.

6. Client and Public Relations

- We deliver services as promised, on time and within budget.

- We communicate clearly, respectfully, and promptly with all stakeholders.
- Confidential information is protected and only used for its intended purpose.

7. Compliance & Legal Obligations

- We comply with all laws, regulations, and codes governing our industry.
- Corruption, bribery, or fraudulent behavior of any kind is strictly prohibited.
- Employees must report any ethical concerns or violations without fear of retaliation.

8. Accountability

- All employees, from leadership to laborers, are expected to uphold this policy.
- Violations will be addressed promptly and may result in disciplinary action.