



**Bole Construction Inc**

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## CODE OF ETHICS AND VALUES

Bole Construction Inc employee's will:

1. Act at all times with integrity, and in a manner, that will bear the closest client scrutiny;
2. Never use their company roles to inappropriately obtain an advantage for themselves or to advantage or disadvantage others;
3. Take all possible steps to prevent and resolve any real, apparent or potential conflicts of interest between their company responsibilities and private affairs;
4. Act in such a way as to maintain client trust, as well as that of engineers and sub-contractors;
5. Adhere to the highest ethical standards, communicating and acting with honesty;
6. Refuse to condone unethical conduct;
7. Effectively and efficiently use company money, property and resources;
8. Consider the present and long-term effects that their actions have on people;
9. Provide purpose and direction to motivate employees and sub-trades, both individually and collectively to strive for the highest standards in performance;
10. Ensure resources and employees are trained and in place to meet future challenges.

*Kevin O'Sullivan*

Kevin O'Sullivan  
President  
Bole Construction Inc