

Business Ethics Policy

This policy describes the ethical conduct FLI Structures requires of itself and its employees. FLI Structures and its employees shall comply with all laws governing our operations and shall conduct business in accordance with this ethical policy.

The principles of the Business Ethics Policy that govern company practices are:

- FLI Structures shall conduct its business with respect for human rights in employment practices and relationships with suppliers and customers.
- FLI Structures shall protect the environment and the health and safety of its employees, customers and the communities where we do business.
- Financial activities shall be recorded in accordance with standard accounting principles.
- Wages shall be fair and shall adhere to national legal requirements.
- Working hours shall comply with legislation.
- There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

The principles of the Business Ethics Policy that govern employee practices are:

- Employees must comply with all applicable laws concerning employee privacy rights.
- Employees are expected to remain polite and professional in their behaviour towards suppliers, customers and colleagues.
- Employees shall not be involved in any activity, including personal investment, which creates or gives the appearance of a conflict of interest with the business of FLI Structures. (If there is a concern that a conflict of interest exists it should be raised with the General Manager.)
- Employees dealing with outside companies shall conduct their activities in the best interests of FLI Structures, without favour or preference.
- Employees shall not accept gifts, gratuities, entertainment or anything of value, without permission from their team leader, from any person who has business dealings with the company.
- Employees, as well as agents or representatives working on behalf of FLI Structures, shall not offer, promise, or give anything of value to any person in order to influence a commercial advantage
- Employees shall not use or disclose FLI Structures proprietary information and trade secrets without authorization from the General Manager. Employees shall take all reasonable precautions, to assure that FLI's intellectual property or that of a third party entrusted to FLI is not disclosed to unauthorized persons.
- FLI Structures independently and unilaterally determines the prices and terms of sale of our used products and services. Employees shall not make any agreement with a competitor affecting the prices, terms or conditions of sale of FLI Structures products or services in relation to those of a competitor

FLI Structures will investigate and determines appropriate corrective actions on all policy violations. An employee shall report, to their team leader all policy violations that become known to him or her. FLI Structures encourages and expects employees to report suspected violations of the company's policies or other processes.

Bill Haley William Haley
Managing Director