



## **Code of Ethics**

### **Our Commitment**

Envision Property Maintenance LLC is committed to upholding the highest standards of ethical conduct in all our operations. This Code of Ethics outlines the principles and expectations that guide our behavior, ensuring we act with integrity, respect, and responsibility in all interactions with employees, customers, partners, and the community.

### **Core Principles**

#### **1. Integrity**

- We conduct business honestly and transparently, building trust with our customers and employees.
- We avoid conflicts of interest and disclose any potential conflicts promptly.
- We protect confidential information and use it only for legitimate business purposes.
- We treat others fairly, ensuring our actions reflect honesty and ethical decision-making.

#### **2. Respect**

- We treat all individuals with dignity, fostering an inclusive, harassment-free, and fun workplace.
- While we value diversity, we operate as a merit based company and hire/promote based on results. We believe that hard work should pay off for those who work hard
- We listen to and address concerns from employees, customers, and partners respectfully.

#### **3. Accountability**

- We take responsibility for our actions and decisions.
- We adhere to all applicable laws, regulations, and industry standards.
- We report unethical behavior or violations of this code promptly through appropriate channels.

#### **4. Excellence**

- We strive to deliver high-quality maintenance services, including HVAC, plumbing, and electrical repairs, that exceed customer expectations.
- We pursue continuous learning and self-improvement to enhance our skills and services.
- We go the extra mile to ensure excellence in every task, from routine maintenance to emergency repairs.

#### **5. Community and Sustainability**

- We contribute positively to the communities in which we operate.
- We prioritize sustainable practices to minimize our environmental impact.
- We engage in fair and ethical dealings with suppliers and partners.

## **Compliance and Enforcement**

- All employees, contractors, and representatives are expected to adhere to this Code of Ethics.
- Violations may result in disciplinary action, up to and including termination, in accordance with applicable laws.
- Questions or concerns about this code should be directed to Envision Property Maintenance LLC's Executive Manager

## **Acknowledgment**

By working with Envision Property Maintenance LLC, you agree to uphold these principles and contribute to a culture of ethical excellence.