

## Code of Ethics for Timmins Construction Association

**Honesty and Integrity:** Timmins Construction Association promotes its members to serve its customers and their competitors, subcontractors and suppliers with honesty and integrity.

**Employees:** Timmins Construction Association promotes its members to comply with the letter and spirit of laws relating to working conditions. Our members should not knowingly violate any law or regulation dealing with employment standards.

TCA members are committed to providing its employees with a work environment free of harassment and discriminations and have internal policies and procedures to deal with complaints and enforce policies.

**Safety:** Timmins Construction Association promotes its members to assure that the safety of its employees, the employees of others on the job site and the general public at large is given the highest priority in all aspects of the firm's activities.

**Standards of Practice:** Timmins Construction Association promotes its members to utilize materials and services in a manner consistent with the established and accepted standards of the construction industry and with the laws and regulations. Including the use of standard industry documents where feasible.

**Image of the Construction Industry:** Timmins Construction Association asks its members to uphold the standards of the construction industry with honour and dignity.

**Competition:** Timmins Construction Association promotes its members to compete fairly for contracts, avoiding any practice that might be construed to be in violation of the letter or spirit of federal or provincial competition or unfair business practices legislation.

**Compliance with Laws:** Timmins Construction Association requests its members will not knowingly violate any law or regulation. That all public statements and disclosures it makes are truthful. Members will also protect the proprietary interests of its customers.

**Qualifications:** Timmins Construction Association promotes its members to perform contracts only for projects for whom the firm has the technical competence and experience.

**Conflicts of Interest:** Timmins Construction Association promotes its members to avoid conflicts of interest both corporate and individual. Where a corporate conflict exists the member firm will disclose such conflict to its customers and prospective customers.

Signature: \_\_\_\_\_

Dated: \_\_\_\_\_