

## **NCC Code of Ethics**

In 1999, we defined our goals & objectives and so far, have strictly adhered to the methods which we believe will make us to achieve them. Our main strategies were:

1. Ensure a total client satisfaction through 100% commitment to:
  - a. Safe Construction
  - b. High Level of Quality
  - c. Timely completion of projects
2. Ensure an adequate manpower & equipment resource needed to fulfill the a/m requirements.
3. Provide a continuous training for our Engineers, supervisors & skilled labors in order to upgrade their skills.

In order to continue to grow and reach our goals and objectives NCC has set a strict Code of Ethics that outlines various aspects of our business that guide every decision and action taken by NCC to ensure that our actions support our beliefs and ethics.

### **Ethical Practice**

1. NCC is guided in all their relationships by the highest standards of integrity and honesty.
2. NCC conducts themselves honorably, responsibly, ethically, and lawfully to enhance the honor, reputation and value of the profession.
3. NCC avoids conduct or practices that deceive the public or represent a real or perceived conflict of interest.
4. NCC respects the rights of others and should not discriminate based on race, color, gender, marital status, religion, national origin, age, disability, nor knowingly violate any law, statute, or regulation in the performance of professional services. NCC strives to create a diverse workforce.
5. NCC has a zero-tolerance policy for any form of harassment including sexual harassment and bullying.

### **Professional Excellence**

6. NCC performs services only within their areas of competence and qualification.
7. NCC contributes to the advancement of the program, project, and construction management profession by using best practices, continuing their professional education, and contributing to the development of the future workforce.

## **Responsibility to the Public**

8. NCC holds paramount the health, safety, and welfare of the workplace and the public.
9. NCC guides and aids in defining and meeting objectives for environmental sustainability and resiliency throughout a project's life cycle.

## **Client-Centered Practice**

10. NCC ethically represents the best interests of the owner or client, as consistent with this code.

## **Employee Responsibility**

11. Employees must not engage in any activity that might create a conflict of interest for the company or for themselves individually.
12. Employees observe that fair dealing is the foundation for all of our transactions and interactions.
13. Employees will protect all company, customer, and supplier assets and use them only for appropriate company-approved activities.
14. Employees without exception, must comply with all applicable laws, rules, and regulations.
15. Employees will promptly report any illegal or unethical conduct to management for further inspection