

Rusty Nail Construction Code of Ethics

Our Code of Ethics demonstrates the vision of our company's founder and besets the values that have been and will continue to be vital to Rusty Nail's success. Our primary core values represent how we shall treat one another, how we handle our clientele, respond to our stakeholders, and hold each other and ourselves accountable. They serve as the cornerstone for our Code of Ethics. While achieving these high standards may be challenging, nevertheless we shall strive to live our lives and conduct our business accordingly:

Safety

- The safety of our employees, stakeholders and the general public is our responsibility.
- In every aspect of our work, we consider and plan safety then execute the plan.
- Sustain a zero incident culture, seeking continuous improvements to achieve it.

Honesty

- Be truthful, accurate, and straightforward.
- Be candid and non-deceptive in communication and conduct.

Integrity

- Let your behavior be consistent with your beliefs.
- Having the courage to contend boldly for that which is right and reject firmly that which is wrong.

Fairness

- Venture to be reasonable, open-minded, impartial, even-handed, and non-discriminatory in all situations.
- Genuinely partner and actively collaborate within and outside the company.
- Maintain, without deviation, an attitude of sincerity, tolerance, consideration, and assistance toward others, regardless of position.

Accountability

- Accept responsibility for your own actions or inactions and those of the individuals you supervise.
- Take prompt, constructive steps to correct mistakes or defects.
- Promote teamwork by holding one another accountable, rejecting behaviors inconsistent with this Code of Ethics.

Consideration of Others

- Exercise the principles of the Golden Rule and the Code of the West.
- Always respect the dignity, rights, safety, and personal property of others.
- Be open to the ideas and the opinions of others.
- Remain positive under all circumstances while executing patience.
- Prevent compromising situations for those you supervise.

Pursuit of Excellence

- Consistently apply diligence, perseverance, attention to detail, and good work habits to ensure high-quality projects, products and excellent customer service.
- Build capabilities through continuous learning, coaching, mentoring, and teaching.
- Complacency or indifference is not acceptable.
- Remain flexible and open to possibilities.

Reliability

- Make only realistic commitments and follow through on the commitments you make - *if you make a promise, keep it.*
- Be prompt and responsive in business dealings within and outside the company.

Citizenship

- Comply with all governmental laws, rules, and regulations.
- Show consideration for the safety and the welfare of everyone, including our natural environment.
- Respect and respond to the impact our work has on the natural environment by consistently evaluating and improving our efforts so that our projects and processes work in harmony with the environment.
- Create an atmosphere in the organization that actively encourages us to be the best of who we are and continually strive to make a difference in our community.