



ALAIN HIRSCH *Construction Corp.*

Code of Conduct

Alain Hirsch Construction Corp's reputation is our single most valuable business asset. We provide a service to our clients. That service is providing the best possible experience in bringing their vision of the project to completion. We can only provide that service if our clients know, without question, we will do so without the possibility of failure.

AHCC performs all tasks in accordance with a Code of Conduct. As our partner we expect you to adhere to it. In doing so, our customers, employees, partners, sub-contractors, suppliers will maintain their confidence in us.

Adherence with this code protects our reputation and commercial interests. More importantly, our code sets out the things we stand for and what will not be tolerated. It is there to ensure we all operate not just legally, but ethically and fairly. We will never fail to achieve the standards we set for ourselves. It gives us all a clear framework within which to make decisions, and provides the foundations, on which we build, protect and enhance the relationship we have with all our stakeholders. So wherever we work, we are trusted.

Our code isn't just a set of rules. It is our methodology that compels us to do the **right thing**. We ask that of you too.

The Code that governs our actions is based on the following core principles:

- **Excellence**
- **Integrity**
- **Cooperation**
- **Respect**

Excellence – Our clients create and sell art. Regardless of the medium it is art at its most exquisite. This art deserves to be showcased in a venue worthy of it. Alain Hirsch Construction is committed to creating the venues that will put our client's products in the most striking of locations. To do so requires the efforts of the teams we work with to provide *flawless execution* of the designs we are chosen to build. That is our definition of excellence.

Integrity – This concept begins with the first communication and ends with the action that makes communication a reality. It means we will do what we say. It means we will compete fairly and ethically for business. It means we will treat those who we work with in the manner in which we wish to be treated. We will deliver what we contract to do and go the next step whenever we can. Our work is our pride. Our product is your client's vision. We will not compromise quality for the sake of profit or cut corners for the sake of speed.



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Cooperation – The only way to achieve excellence is through cooperation by all parties involved in the construction process. This begins at the proposal phase and continues through commissioning, occupancy, turnover and warranty and beyond. We pledge in every circumstance to use our best skills, individually and collectively to produce the finest results. The Alain Hirsch Construction team is not just the Superintendent or the Project Manager, but the entire office. Alain's name is not on the door just for decoration. Alain is involved in every project undertaken. We are keenly aware that collectively we can produce superior results.

Respect – We steadfastly believe in the quality of uniqueness of everyone we have the fortune to work with. Unique individuals working closely together can create divergent approaches to building methods and problem solving. We will not allow a single perspective to override the collective wisdom of the group. Respect in all forms governs our approach to building.