

HARRIS & FORD, LLC CODE OF BUSINESS CONDUCT
FOR VENDORS, CONTRACTORS & SUPPLIERS

Harris & Ford, LLC values our business relationships with our suppliers, vendors, and contractors. We count on you to help fulfill our mission to maintain a high standard of safety to protect our company, employees, customers, and the community. Harris & Ford, LLC's Business Code of Conduct is a guide on how to meet and exceed our customer's expectations, avoid potential conflicts of interest and fully meet our business legal and ethical obligations. By working together, we can work together to meet the highest ethical standards in our industry.

1. Honesty and Integrity

Be honest and act with integrity in all interactions with our employees, customers and guests. Not only is this a basic moral and ethical standard that we adhere to, but it also helps build strong relationships that are essential in developing a good reputation with our customers and the community we serve.

2. Professional Behavior

To act in a professional manner at all times, with courtesy and due consideration in dealings with other professionals and in all business relationships.

3. Fairness of Commercial Practices

This includes dealing fairly with customers and avoiding unethical practices such as bribery and corruption. Treat our employees and customers ethically, and fairly – regardless of the value of the transaction or the length of the relationship. Conduct business in good faith and resolve disputes with suppliers quickly and equitably

4. Social Respect

Be polite, avoid interrupting or causing disturbances. Listen to others and respect differences in beliefs and opinions.

5. Conflict of Interest

Avoid engaging in conflicts of interest whereby personal, financial, or other considerations have the potential to influence or compromise professional judgement. Such conflicts must be avoided because they can harm our effectiveness as well as our reputation for integrity. We do not want even the appearance of a conflict of interest in our business transactions, so that our integrity cannot be questioned in doing business.

6. Follow Laws, Rules & Regulations

Ensure compliance with all applicable laws, rules and regulations in delivering goods and services to Harris & Ford, LLC, and their customers. Do not engage in any behavior that would endanger the lives, health, or property of anyone in the sale of goods or services to the company or our customers, or be considered harassment to our employees, customers, guests, or contractors.

7. Fighting Bribery and Corruption

Bribes and kickbacks of any kind, whether involving commercial partners or government agents or officials, are illegal, unethical, and violate our core values. We expect all of our vendors, suppliers and customers to abide by all applicable anti-corruption laws, including laws prohibiting offering and receiving bribes, kickbacks, and similar payments. These include laws from all jurisdictions in which the company operates, among them the Foreign Corrupt Practices Act and other federal, state, and foreign anti-corruption laws.

8. Reporting Procedures for Potential Violations

Any such violations may be submitted in person, in writing or on an anonymous basis to a direct contact our Human Resources representative.

Our mission to ensure that the products and services we provide are handled securely, safely and accurately can only succeed if all of our suppliers, vendors and contractors follow this Code of Business Conduct. We thank you for your cooperation and support in upholding these ethical standards.

Sincerely,

Timothy Harris, President
Harris & Ford, LLC