

Code of Business Conduct and Ethics

1.0 Introduction

For the purpose of this Code an “Employee” includes all management, employees, licensees, sub-licensees, contractors, subcontractors engaged in direct or indirect service delivery of Amalgamated Pest Control.

Amalgamated Pest Control requires its employees to conduct all activities they undertake on behalf of the company in compliance with all legal, statutory and regulatory requirements including the codes of conduct of any professional and industry bodies with which the organisation has formal or informal ties.

Each employee has an obligation to behave at all times with honesty and propriety as Amalgamated Pest Control depends for its business success on its reputation for integrity and on the trust and confidence of everyone with whom it deals.

2.0 Comply with all Laws and Regulations

As an employee of Amalgamated Pest Control you must scrupulously comply with all laws and government regulations applicable in your Nation, State and other governing Jurisdiction.

3.0 Deal Honestly with Customers, Suppliers, and Consultants

3.1 Contract Negotiations

In negotiating contracts, be accurate and complete in all representations. The submission to a customer of a proposal, quotation or other document or statement that is false, incomplete, or misleading can result in civil and/or criminal liability for the company and the involved employee(s) who engage in or condone such a practice. In negotiating contracts we will comply with all contractual requirements in a fair, honest and ethical manner.

3.2 Product Quality

Deliver services which meet all contractual obligations and company quality standards.

4.0 Use of Company Resources

4.1 Making Political Contributions

Do not on behalf of the company or any of its subsidiaries contribute or donate company funds, products, services, or other resources for any political cause, party or candidate without the advance written approval of the General Manager or CEO.

4.2 Providing Business Courtesies to Customers or Suppliers

Our success in the marketplace results from providing superior products and services at competitive prices. Our company does not seek to gain improper advantage by offering business courtesies such as entertainment, meals, transportation, or lodging. Employees should never offer any type of business courtesy to a customer for the purpose of obtaining favorable treatment or advantage. Do not provide any nominal value. As a gift employees may pay for a reasonable refreshment and/or entertainment expenses for customers and suppliers that are incurred only occasionally, and are not requested or solicited by the recipient.

4.3 Dealing with Officials

Do not promise, offer or make any payments in money, products or services to any official in exchange for or in order to induce favorable business treatment or to affect any Government decision.

4.4 Accurate Books and Accounts

All company payments and other transactions must be properly authorised by management and be accurately and completely recorded on the company's books and records in accordance with generally accepted accounting principles and established corporate accounting policies. Do not make false, incomplete or misleading entries. No undisclosed or unrecorded corporate funds shall be established for any purpose nor should any company funds be placed in any personal or non-corporate account. All corporate assets must be properly protected and asset records regularly compared with actual assets with proper action taken to reconcile any differences.

4.5 E-mail and the Internet/Extranet

Amalgamated Pest Control is committed to providing a professional work environment for its employees and has, therefore, introduced strict guidelines on the usage of certain company property. In the case of usage of the company's e-mail and internet systems strict guidelines have been established.

5.0 Position of Trust

5.1 Outside Employment

In the performance of your employment with Amalgamated Pest Control employees may not have any employment, consulting, or other business relationship with a competitor, customer or supplier unless with the written permission of the General Manager or CEO. Outside employment may also constitute a conflict of interest if it places an employee in the position of appearing to represent the company, involving providing goods or services substantially similar to those of the company, or lessening the efficiency, alertness or productivity normally expected of employees in their jobs.

5.2 Insider Trading

Employees may not trade in the securities of any other company, or buy or sell any property or assets, on the basis of non-public information acquired through employment at Amalgamated Pest Control whether such information comes from the company or from another company with which Amalgamated Pest Control has a confidential relationship.

5.3 Acceptance of Business Courtesies

Employees should never accept anything of value from someone doing business with the company whether or not the gratuity is offered or appears to be offered in exchange for any type of favorable treatment or advantage. To avoid even the appearance of impropriety, do not accept any gifts of promotional items of more than a nominal value. Employees may accept meals, drinks, or entertainment only if such courtesies are unsolicited, infrequently provided, and reasonable in amount. Such courtesies should normally be connected with business discussions. Employees may not accept reimbursement for lodging travel expenses, or free lodging or travel without the written approval of the General Manager or CEO.

5.4 Media

All requests for interview, comment or opinion from a representative of any branch of the media must immediately be referred to the General Manager or CEO. No Amalgamated Pest Control employee is permitted to make comment to any media representative without the prior consent of the General Manager or CEO.

5.5 Government Agency Liaison

Any discussions, commitments or undertakings required to be provided to Government Authorities must be referred to the General Manager or CEO for prior approval. Similarly any discussions, commitments or undertakings required to be provided to Commonwealth, State, or Territory Tax or Duty Authorities must be referred to the General Manager or CEO for prior approval.