



GVY BLACKROCK INC.

Ethics Policy for Subcontracted Trades

Solid Foundations, Boundless Possibilities

Introduction

At Gvy Blackrock Inc., we are committed to upholding the highest ethical standards in all aspects of our business. This Ethics Policy outlines the principles and expectations for all subcontracted trades working with or on behalf of Gvy Blackrock Inc. in Canada. By adhering to this policy, subcontractors contribute to fostering a culture of integrity, fairness, and accountability.

1. Compliance with Laws and Regulations

All subcontractors must comply with the applicable federal, provincial, and local laws and regulations governing their operations, including but not limited to labor laws, environmental standards, health and safety regulations, and trade licensing requirements.

2. Health and Safety Standards

Subcontractors must prioritize the safety and well-being of all workers and ensure that all projects meet or

exceed applicable workplace safety standards. This includes:

- Conducting regular safety training and assessments.
- Ensuring all equipment is properly maintained and used appropriately.
- Promptly addressing and reporting any safety concerns or incidents.

3. Fair Treatment of Workers

GVY BLACKROCK INC. expects subcontractors to treat all employees and workers fairly and respectfully. This includes:

- Providing fair wages and benefits in accordance with applicable laws.
- Ensuring a workplace free from discrimination, harassment, and abuse.
- Respecting workers' rights to freedom of association and collective bargaining.

4. Environmental Responsibility

Subcontractors must actively work to minimize their environmental impact by:

- Reducing waste and emissions where possible.
- Complying with environmental protection laws.
- Using sustainable and environmentally friendly materials and practices whenever feasible.

5. Quality and Professionalism

All subcontracted trades must maintain a commitment to high-quality workmanship and professionalism, which includes:

- Meeting project deadlines and adhering to agreed-upon schedules.
- Delivering work that meets or exceeds industry standards.
- Maintaining transparent communication with GVY BLACKROCK INC. and other stakeholders.

6. Ethical Business Practices

Subcontractors are expected to conduct business ethically and with integrity by:

- Avoiding any form of corruption, bribery, or unethical conduct.
- Accurately documenting and reporting all financial transactions.
- Disclosing any conflicts of interest that may arise.

7. Confidentiality

Subcontractors must respect the confidentiality of all information related to GUY BLACKROCK INC. and its clients.

Unauthorized disclosure of proprietary or sensitive information is strictly prohibited.

8. Reporting and Accountability

Subcontractors are encouraged to report any unethical behavior, violations of this policy, or safety concerns to

GUY BLACKROCK INC. through the appropriate channels. GUY BLACKROCK INC. is committed to investigating and addressing all reports promptly and fairly.

Acknowledgment and Agreement

By signing this document, subcontractors agree to adhere to the principles outlined in this Ethics Policy.

Failure to comply with this policy may result in corrective actions, including termination of the subcontractor's agreement with GUY BLACKROCK INC.

This policy is a reflection of GUY BLACKROCK INC.'s commitment to ethical excellence. Together, we can build

solid foundations and unlock boundless possibilities.

Acknowledgment and Agreement

By signing below, I acknowledge that I have read, understood, and agree to comply with the principles outlined in

GVY BLACKROCK INC.'s Ethics Policy for Subcontracted Trades. I confirm that my company and I will adhere to these

standards in all dealings with GVY BLACKROCK INC.

Please complete the following details:

Company Name: _____

Company Address: _____

Job Title: _____

Contact Name: _____

Email Address: _____

Phone Number: _____

Signature: _____

Date: _____