



**LES ENTREPRISES CANBEC CONSTRUCTION INC.
CODE OF CONDUCT
FOR ALL CANBEC PERSONNEL
EFFECTIF APRIL 28, 2017**

The Corporate Code of Conduct governs the relationship between Canbec personnel and all suppliers, brokers, individuals, and other companies with whom Canbec does business.

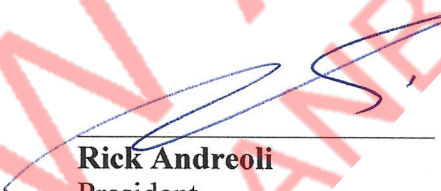
The Code is designed to permit for proper interaction with outside parties while, at the same time, guaranteeing high ethical standards and integrity. Most importantly, Canbec's personnel are required to avoid conflicts, compromising situations, or appearance of such.

In summary, Canbec's rules

- **Prohibit** personnel from accepting cash and /or material gifts in any amount from any person or firm with which Canbec does business or contemplates doing business.
- **Prohibit** personnel (spouse and family) from accepting invitations for trips and entertainment. If there are trips which are purely business in nature (ie seminars, trade shows, business conferences, etc) all requests must be submitted to the President who must approve the request before accepting or making arrangements for such a trip.
- **Prohibit** personnel from soliciting anything of value including gifts, meals, and any tickets to sporting events, concerts, shows or similar events.
- **Commit** personnel to respect all laws and regulations governing the construction industry and all contractual obligations.

Canbec is very serious about the enforcement of the above rules. We are requesting the cooperation of all personnel in making the Code of Conduct a successful policy in how we manage and accept our corporate responsibilities.

I want to extend my thanks to you in advance in helping make Canbec a company with a proud reputation.



Rick Andreoli
President
April 28, 2017