



Code of Ethics

Honesty and Integrity

Antonick Interiors Inc serves its customers and treats its competitors, subcontractors and suppliers with honesty and integrity.

Competition

Antonick Interiors Inc competes fairly for contracts, avoiding any practice that might be construed to be in violation of the letter or spirit of federal or provincial competition or unfair business practices legislation. The firm does not seek nor accept information concerning a competitor's bid prior to bid closing nor does it attempt to modify its price after the bid closing. The firm avoids any activity that could be construed as a reverse bid auction or bid peddling.

Qualifications

Antonick Interiors Inc seeks to perform contracts only for projects for which the firm has the technical competence and experience. The firm does not accept contracts for which it is not qualified. The firm assigns staff to projects in accordance with their qualifications and commensurate with the demands of the services to be provided under the contract.

Standards of Practice

Antonick Interiors Inc provides materials and services in a manner consistent with the established and accepted standards of the construction industry and with the laws and regulations that govern it including the use of standard industry documents wherever feasible. The firm performs its contracts with competence, reasonable care and diligence. The firm establishes prices that are commensurate with its services.

Conflicts of Interest

Antonick Interiors Inc endeavors to avoid conflicts of interest, both corporate and individual. Where a corporate conflict exists, Antonick Interiors Inc will disclose such conflict to its customer or prospective customer. Antonick Interiors Inc regularly educates its staff about personal conflicts of interest and has established a procedure for internal disclosure.

Safety

Antonick Interiors Inc assures that the safety of its employees, the employees of others on the job site, and the general public at large, is given the highest priority in all aspects of the firm's activities. Antonick Interiors Inc will strive to provide its employees with the proper training and education required to enable the company to meet the stated goals of a safe workplace.

Environment/Sustainability

Antonick Interiors Inc will endeavor to promote sustainable building practices and environmental considerations in all its operations and in the services, it provides to its clients. Antonick Interiors Inc will strive to provide its employees with the proper training and education required to enable the company to meet the stated goals of a more sustainable built environment and more environmentally friendly business practices.

Service Providers and Suppliers

Antonick Interiors Inc treats its service providers and suppliers in an equitable manner, avoiding any activity that could be construed as a reverse bid auction or bid peddling. It assures that they are advised as soon as it is reasonable subsequent to bid closing as to whether or not their bid was successful. The firm provides clear direction and prompt payment for service provided.

Employees

Antonick Interiors Inc complies with the letter and spirit of laws relating to working conditions. The firm does not knowingly violate any law or regulation dealing with employment standards. It is committed to providing its employees with a work environment free of harassment and discrimination and has internal policies and procedures to deal with complaints and to enforce its policies.

Financial Disclosure

Antonick Interiors Inc strives to ensure that all financial information provided to its principals, partners, shareholders, lending institutions, bonding and, insurance providers, and the general public where so provided, is an accurate and true representation of the firm's financial status.

Public Information

Antonick Interiors Inc assures that all public statements and disclosures it makes are truthful. The firm also protects the proprietary interests of its customers.

Compliance with Laws

Antonick Interiors Inc does not knowingly violate any law or regulation.

Image of the Construction Industry

Antonick Interiors Inc avoids actions that promote its own self-interest at the expense of the construction industry and upholds the standards of the construction industry with honor and dignity.

Internal Procedures

Antonick Interiors Inc has established internal procedures under which its failure to conform to the above practices will be handled. Each year, the firm reviews this Code of Ethics and its internal procedures with each of its employees. If an employee, customer or other individual becomes aware of a circumstance in which Antonick Interiors Inc or an employee of the firm fails to conform to the above standards, he/she should immediately report such circumstance to Antonick Interiors Inc. Antonio Repaci will initiate an investigation of and otherwise resolve the reported issue.