

TORONTO CONSTRUCTION ASSOCIATION

TORONTO • CANADA



This is to Certify that

HERITAGE RESTORATION INC.

is a member in good standing and as such abides and upholds the prescribed Ethic Statement and Code of Practice of the Association. A member in good standing has all the rights and privileges pertaining thereto, in witness whereof and by the authority vested in us, we have hereunto set our hand and seal.

TCA members shall govern themselves in accordance with business practices that are founded on trust.

- Be a leader of character—become your word.
- Honour all contractual obligations.
- Conduct all business with integrity.
- Promote the use of OCA/CDC Standard Contract Documents.
- Consent to working together to resolve issues and disputes in a manner that is fair to all parties involved.
- Treat industry colleagues with respect and fairness.
- Establish a relationship of cooperation between all parties.

TCA members will ensure that jobsite/workplace safety is first and foremost.

- Develop and implement an occupational health and safety plan (company or site specific) and communicate it to each employee and every visitor to the site.
- Provide appropriate training and supervision for employees.
- Ensure that health & safety policies and regulations are in place on all projects and that such policies are well communicated to all personnel.

Every transaction to which any member is a party shall be conducted in the interest of profiting all parties concerned.

- Understand that our goal is that all members are "partners in profit." A good contract is one where all parties are given the opportunity to prosper under the contract.
- Ensure that you have the necessary level of competency to complete the work as defined by the contract.
- Uphold the principle of appropriate compensation for services provided.
- All parties to a contract shall ensure that an appropriate level of planning and coordination is carried out on a project.
- "Just say NO to bad deals."

ETHICS STATEMENT AND CODE OF PRACTICE

TCA members, as industry leaders, will avoid actions that are incompatible with the best interests of the construction industry as a whole.

- Refrain from bid-rigging, bid-shopping and bid-peddling.
- Respect ownership of property.
- Be proactive in the distribution of electrical practices.
- Conduct all business in accordance with the highest industry standard and in a manner which will not bring disrepute to the construction industry. Provide the best quality of work in conformity with applicable building codes, regulations and laws.
- Refrain from activities that create a conflict of interest.
- Avoid verbal agreements—put it in writing every time.

TCA members will abide by and use the recommended practices for standard contracting and bidding procedures as detailed in OCA #29.

- Uphold the confidentiality of the tendering process at all levels.
- Promote the practice of awarding bids in compliance with criteria set out in tendering documents.
- Sign contract documents expeditiously.
- Seek tenders only from competent bidders and do not solicit tenders or quotations you do not intend to use.

TCA members shall act as good corporate citizens.

- In all projects and related business, members shall consider the best interests of the community.
- Support equal opportunity hiring and pay practices.
- Support and promote TCA's Crime Stoppers program.
- Adhere to all municipal, provincial and federal legislation that is applicable to the member's business operations.
- Deal fairly with employees, customers, suppliers, consultants and contractors.
- Actively participate in and promote industry and community associations.

TCA members will undertake appropriate programs to protect the environment.

- Know and comply with all environmental rules and regulations.
- Reduce, reuse and recycle.
- Promote cooperation with owners, consultants, governments and others to minimize negative environmental impact.
- Where available, use products or processes that are environmentally friendly.

Moreover, TCA members commit to advancing their industry and their Association by making "Members Supporting Members" a standard operational procedure.

- Promote and support your Association and its members.
- Refer business to your fellow members.
- Encourage collaboration in order to achieve the benefits from TCA networking opportunities.
- Understand that TCA membership is based on the principles of honesty, respect and character.

Breaches of the Code of Ethics shall be dealt with in accordance with the provisions of the Association's by-laws.

2015

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JOINED IN SEPT 2015


PRESIDENT


CHAIRMAN OF THE BOARD OF DIRECTORS