



PROFESSIONAL CONDUCT CONFIDENTIALITY AND CODE OF ETHICS

“To provide the finest quality inspections and assessments nationwide and to supply our customers with an uncompromising level of service.”

This is the GlobeSpec “*Service Pledge*” that we’ve stood by for over 30 years. It’s an unwavering demand for professionalism and ethical processes for our team members, vendor partners and for the environment. We are dedicated to maintaining a high standard of results and instill the basis of respect, trust and loyalty in our team members.

GlobeSpec has prided itself on providing a center of technical expertise for all to share and is committed to building long term mutually beneficial relationships. We continually strive to become an active, contributing member of our client’s relocation team.

OUR SERVICE PLEDGE

You will receive our commitment that we stand behind our work and will always strive to improve quality, performance and efficiency. We quickly mitigate any issues that arise in a fair, ethical manner. Based on our proven history of industry leadership, we have always treated our vendor partners with the utmost respect and honesty - having the truth lead us to making the correct decisions. The same is expected from all the vendor partners we choose to work with.

PROPER MORAL BEHAVIOR

We believe and practice that all people must be treated fairly, with respect and compassion. A responsible workplace culture is critical to building equality within our staff and then projecting that onto our vendor partner base. We do not tolerate illicit, illegal activity or any form of discrimination or harassment. We expect the same type of dedication in return from our own staff and vendor partners.

We also ask that our team members and vendor partners participate in environmental protection and preservation. GlobeSpec attempts wherever possible to reduce the amount of waste created in office and comply with environmental laws and regulations.

OUR TEAM MEMBERS AND VENDOR PARTNERS ARE EXPECTED TO UPHOLD CERTAIN STANDARDS:

- ✓ Lead and communicate with integrity. Maintain confidentiality providing security measures to protect all team member, business partner or privileged third party vendor data.
- ✓ Avoid illegal actions and procedures that can cause a breach to customer information. Uphold and upgrade certifications to protect data.
- ✓ Do not compromise on what is just good enough. Go above and beyond to provide the best possible service available. Patience and courtesy go a long way.
- ✓ Participate in building equality in the workplace. Develop a sense of trust with your employees and have it reflected back upon what you do. Find strength in Diversity.
- ✓ Focus on resolving issues, learning from mistakes and moving forward in a respectful, trust worthy manner. Professional conduct travels both ways.