



ETHICS POLICY

Revision: V1.0 – Date: 5/17/2025

Field View Construction Co., Inc. (FVC) is committed to conducting all business operations with honesty, integrity, and accountability. This commitment extends to our ownership, leadership, employees, subcontractors, and all affiliated personnel. As representatives of the company, we are expected to comply with all applicable federal, state, and local laws, industry regulations, and internal policies and procedures. Our reputation is founded on operational excellence, a strong safety culture, and reliability in every relationship—with clients, partners, public agencies, and one another.

- **Compliance with Laws and Policies**

All company personnel must comply with laws, regulations, and internal practices that govern our work. This includes—but is not limited to—accurate timekeeping, proper reporting of expenses, responsible use of company assets, and adherence to financial, environmental, safety, and operational standards.

- **Commitment to the Community**

We commit to being a responsible and contributing member of every community in which we operate. Our employees are expected to reflect the company's values in their interactions with the public, and to conduct themselves in a manner that upholds the company's reputation.



- **Environmental Responsibility**

Field View Construction is committed to protecting the environment and operating sustainably. All employees and contractors are expected to follow environmental laws and best practices related to construction activities, equipment usage, and materials handling.

- **Health & Safety**

Safety is at the core of our business. All team members must follow safety protocols to protect themselves, coworkers, clients, and the public. Adherence to OSHA standards and company-specific safety programs is mandatory at all times.

- **Workplace Conduct & Non-Discrimination**

We are committed to maintaining a respectful, inclusive, and harassment-free workplace. Employment decisions will be made without regard to race, color, religion, gender, national origin, age, disability, veteran status, or any other protected characteristic.

- **Professionalism and Customer Interaction**

We will represent Field View Construction in a professional and ethical manner when interacting with customers, vendors, and the public. Advertising and promotional materials must reflect honest representations of our services. Customer complaints will be handled fairly and respectfully.





- **Fair Competition**

We will compete lawfully and ethically. Any attempt to engage in unfair business practices, misrepresentation, or collusion with competitors is strictly prohibited.

- **Financial Integrity**

All financial transactions must be recorded honestly and in compliance with accounting standards. Fraud, misstatement, or unauthorized transactions will not be tolerated.

- **Conflicts of Interest**

Employees and contractors must avoid any personal, financial, or professional interests that could conflict with the interests of Field View Construction. This includes:

1. Having financial stakes in suppliers, customers, or competitors.
2. Participating in transactions that benefit a personal interest.
3. Accepting or offering gifts, favors, or entertainment that may compromise objectivity.

- **Confidentiality**

Company information—whether technical, financial, strategic, or personal—must be kept confidential unless authorized for release. Misuse or unauthorized disclosure of proprietary or client information is prohibited.





- **Use of Company Assets**

All company assets, including equipment, vehicles, tools, and information systems, must be used responsibly and for legitimate business purposes only.

- **Avoiding Personal Gain at Company Expense**

No employee or officer shall use their position for personal gain at the expense of Field View Construction's interests or profitability.

- **Political Activities**

No company funds, property, or resources may be used for political campaign contributions or support unless explicitly authorized and aligned with company interests and legal guidelines.

Reporting Questions or Concerns

For questions or to report ethical concerns, please contact:

Sandra Martin – Business Manager

951-725-8004

All inquiries will be handled confidentially and without retaliation.

