



CORPORATE OFFICE
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January 1, 2023

**ABHE & SVOBODA, INC.
MISSION STATEMENT & CODE OF ETHICS**

TO: ALL EMPLOYEES

Abhe & Svoboda, Inc., its officers and its management staff will adhere to a Code of Ethics which requires honesty, integrity, and compliance with Federal, State and local laws. In all matters, management personnel will observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

Abhe & Svoboda, Inc., its officers, and management staff are committed to achieving and maintaining the highest levels of management resources and capabilities, technical expertise, quality control, and safety.

Our management team and corporate structure is established to provide our employees and customers with a safe working environment and quality project execution.

Our technical capabilities are established, maintained and constantly expanding and improving to provide our customers with the best product available. Our employees receive structured on-the-job and classroom training in surface preparation, coating application, inspection procedures and products utilized.

Quality of work is a key factor in our success. We are committed to supplying our employees with the tools, training, managerial and technical support to perform and achieve a quality job.

Safety is critical. It is the goal of Abhe & Svoboda, Inc., to undertake and complete each contract with a completely incident free record. The responsibility for the attainment of this goal rests with every individual employed by the Company. Job safety and incident prevention starts from the top levels of management and extends through every employee.

No employee will be required or allowed to work in unsafe conditions or to perform unsafe tasks. Discrimination against an employee for reporting unsafe working conditions or for refusing to work in an unsafe manner will not be tolerated.

Managers, project supervision, safety and working employees have clearly defined roles and responsibilities in which they will be held accountable. Management is responsible to develop and to support the safety program as well as to make available the necessary resources. Project supervision is responsible and accountable for providing and enforcing a safe working environment at the project sites. Safety and health professionals are responsible to identify hazards, develop guidelines and procedures that protect employees, and monitor safety and health. Working employees are responsible to follow company safety rules, report unsafe conditions and practices, and participate in the safety program. Management, project supervision, lead persons, and safety professionals are to enforce the safety program at all times.

Abhe & Svoboda, Inc., is dedicated to the protection of the environment. We realize that future generations will inhabit this earth and it is our responsibility to be a custodian of the environment for our generation, and for those that follow us. The company shall make a dedicated effort to protect waterways, maintain wetlands, and preserve the habitat of all living creatures. This will include comprehensive programs, field evaluations, and use of state-of-the-art equipment to insure protection.

Gail Svoboda,
President