

Code of Conduct Policy

SavATree, LLC Official Policy

The purpose of this Code of Conduct (“Code”) is to affirm the standards of conduct and practices that SavATree, LLC, its DBAs including SavATree, Savalawn, DeerTech, and all acquired companies and their staff must follow. This policy seeks to set expectations of staff versus the Company’s Bill of Rights which addresses staffs’ rights as employees of SavATree, LLC.

All SavATree officers, managers, employees and consultants are expected to know, understand, support and comply with the SavATree Code of Conduct. In short, SavATree employees, including managers, are responsible for maintaining a professional, productive and safe work environment. The following highlights common areas of standards that the Company expects of its staff.

Employee Job Performance

Along with the advantages and opportunities offered by employment at SavATree come certain responsibilities and obligations that need to be met. An employee’s most important responsibility, of course, is to do the best job possible in performing the work that is assigned. Each manager is responsible for his/her employee’s work, so it is recommended employees respect the manager’s experience, listen to instructions, and carry them out promptly and in a positive manner.

Doing a good job also implies certain obligations on the employee’s part, such as using good judgment, being prompt and regular in attendance, cooperating with fellow workers, and being loyal to the Company, its people, its customers and its service. Employees need to learn as much as they can about the Company so that they will be able to talk intelligently about it. To SavATree customers, employees represent SavATree and what employees say can do much to shape the customer’s opinion of SavATree.

Manager Responsibilities

As a manager at SavATree, you are responsible not just for overseeing your staff but also are responsible for modeling the highest standards of professional behavior. This includes supporting the Company’s goals and initiatives, as determined by Management. You need to be an advocate for the Company and must never disparage the Company, its management or its employees. It is important to also support your employees by developing their talents and providing appropriate appraisals.

Safety

At SavATree safety is seen as a priority and accordingly our policies reflect our ongoing investment in training, loss prevention, and procedures that protect our workers and the communities we serve. The company also views safety as every staff members' responsibility. We encourage all staff to address and correct unsafe conditions as they are identified. Employees need to not only communicate to their manager regarding safety concerns but can also point out to peers if they observe any unsafe activity. The Company requires that any concerns regarding safety must always be addressed without repercussion.

Compliance with Laws, Rules and Regulations

The Company is committed to full compliance with the laws, rules and regulations of the cities and states in which it operates. You must comply with all applicable laws, rules and regulations in performing your duties for the Company. Numerous federal, state and local laws and regulations define and establish obligations with which the Company, its employees and agents must comply. You are expected to comply with all local laws in conducting the Company's business. If you violate these laws or regulations in performing your duties for the Company, you not only risk individual indictment, prosecution and penalties, and civil actions and penalties, you also subject the Company to the same risks and penalties.

Conflicts of Interest

The personal interest of SavATree employees (business, financial, civic and professional) must never conflict or appear to conflict with the interests of the Company. When conducting Company business, employees must always make judgments and decisions in the best interest of the Company. Employees are prohibited from allowing personal concerns to interfere with Company decisions.

SavATree employees are required to compete lawfully in the marketplace and as such, respect the rights of competitors. Employees are prohibited from unlawfully obtaining any intellectual property, material or confidential information from customers, suppliers, business partners or competitors.

Reporting Violations

The SavATree Code of Conduct and employee handbook establishes general standards of how we operate our business and what our expectations are for our employees. We trust that all members of the SavATree team will treat one another with courtesy, respect and dignity. Managers and Human Resources at SavATree maintain an "open door" policy regarding employee questions. If any employee believes that a violation of the Code of Conduct or another policy has occurred, the employee can contact their manager, Human Resources, or any member of the Senior Team.