

ECOLAND MANAGEMENT GROUP INC.

CODE OF CONDUCT

1. INTRODUCTION

Our Code of Conduct serves as a guide to ensure ethical business practices and behaviors at all levels of **Ecoland Management Group Inc.** We are committed to integrity, respect, and customer focus in every aspect of our operations. This code applies to all employees, executives, and representatives of our company and sets our expectations for creating a professional and respectful work environment. Compliance with all applicable laws, especially those of the State of Florida, is fundamental to our operations.

2. CORE VALUES

- **Integrity:** We promote honesty and transparency in every decision and action. We are committed to doing what is right, even when it is difficult or does not represent a direct benefit to us.
- **Respect:** We foster a work environment that values and respects diverse perspectives and backgrounds. Every team member, client, and stakeholder should feel valued and appreciated in all interactions.
- **Customer Focus:** We prioritize understanding and meeting the needs of our clients, ensuring that every interaction is conducted with professionalism and empathy.

3. COMPLIANCE WITH LAWS AND REGULATIONS

We operate in strict compliance with all state, federal, and industry laws and regulations, particularly those applicable in the State of Florida. Adherence to regulations, including those related to anti-bribery, anti-corruption, and fair competition standards, is a fundamental aspect of our commitment to ethical business practices.

4. ANTI-BRIBERY, ANTI-CORRUPTION, AND FAIR COMPETITION

- **Anti-Bribery:** At **Ecoland Management Group Inc.** any form of bribery is strictly prohibited, including offering, granting, or receiving any benefit that could unduly influence business decisions.
- **Anti-Corruption:** We are committed to integrity in all our operations and will not engage in any form of corruption. We take responsibility for maintaining fair and honest practices.
- **Fair Competition:** We respect our competitors and strive to compete fairly in the marketplace. We do not engage in practices that unfairly restrict competition or manipulate the market.

5. PROFESSIONALISM AND WORKPLACE ENVIRONMENT

- **Professional Conduct:** Employees are expected to maintain professionalism at all times. This includes being respectful, courteous, and considerate in all interactions.
- **Creating a Positive Environment:** We are committed to fostering a collaborative, inclusive, and positive work environment. All employees are encouraged to contribute to an atmosphere where creativity, cooperation, and productivity can thrive.

6. COMMITMENT TO BEST PRACTICES

We believe in upholding best practices in every aspect of our operations. This commitment involves continuously improving our processes, staying up to date with industry standards, and making decisions that benefit our clients, employees, and the community.

7. IMPACT ON THE COMMUNITY AND INDUSTRY

We strive to make a positive impact on the communities we serve and the industry at large. Our business practices reflect a commitment to social responsibility, and we encourage every employee to contribute to sustainable and ethical practices that benefit society and promote positive growth within the industry.

8. REPORTING VIOLATIONS

Employees are encouraged to report any suspected violations of this Code of Conduct. Reports can be made anonymously and without fear of retaliation. All reports will be thoroughly investigated, and appropriate measures will be taken to address any breaches.

9. CONSEQUENCES FOR NON-COMPLIANCE

Violations of this Code of Conduct are treated with the utmost seriousness and may result in disciplinary action, including termination of employment. At **Ecoland Management Group Inc.** we are committed to enforcing this Code of Conduct consistently and fairly in all circumstances.

10. ACKNOWLEDGEMENT

By accepting this Code of Conduct, each employee commits to adhering to its principles and upholding the standards of **Ecoland Management Group Inc.** This acknowledgment reflects a shared commitment to integrity, professionalism, and best practices in all our operations.