

Ethics & Standards of Conduct



20/20 Companies is governed by our Ethics & Standards of Conduct throughout the organization. All team members are required to uphold the principles of integrity and excellence.

The successful business operation and reputation of 20/20 Companies is built upon the principles of fair dealing and ethical conduct of our team members. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. Every team member is expected to act in a professional, responsible and courteous manner at all times. This includes dealings with customers, vendors, and co-workers. Courtesy, respect and cooperation are vital to a successful environment. Management expects that team members will use good judgment in achieving this goal; however, 20/20 Companies' judgment, and not that of any individual team member, is the benchmark for what is acceptable and what is not.

A team member's conduct is not made acceptable solely because that team member believes it to be. Nor may any team member excuse his/her conduct because 20/20 Companies does not specifically prohibit the objectionable conduct. 20/20 Companies expects that team members recognize that inappropriate conduct, from rudeness to theft, is unacceptable. The decision as to what is inappropriate is at the sole discretion of 20/20 Companies' Management.

In general, the use of good judgment, based on high ethical principles, will guide team members with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with their immediate Manager or with Human Resources for advice and consultation.

Compliance with this policy of business ethics and conduct is the responsibility of every team member. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including termination of employment or service contract. To ensure orderly operations and provide the best possible work environment, 20/20 Companies expects team members to follow appropriate rules of conduct that will protect the interests and safety of all team members and 20/20 Companies.