



BCCI

Our
Business Principles
Ethics and Values

Our Business Principles

Brandywine Construction Company has developed Business Principles which provide guidelines and expectations for all employees. Our overall success is based on our business conduct, which requires the highest level of integrity when dealing with our customers, suppliers, local communities, and employees.

People are our greatest resource. Be proud of your work and accountable for your actions and attitude.

Conduct all operations in a safe manner that minimizes risk of injury to employees and the public and minimizes the overall impact on the environment

Be honest, fair, and
trustworthy in all
your daily activities
and business
relationships.

Do not engage in any activity that could call into question the Company's honesty, impartiality, or reputation.

Do not engage in any conduct that creates a conflict of interest or even an impression of a conflict of interest for you or the Company.

Foster an environment in which all employees are treated fairly and with dignity and respect.

Conduct business fairly, impartially, in an ethical manner and in complete compliance with all applicable laws.

Promptly report any improper, illegal, or unethical conduct to management or through other appropriate channels set forth by the Company.

When striving for excellence, recognize that what we do and how we do it is just as important as the results obtained.

Maintain the highest level of integrity when dealing with our customers, suppliers, competitors, local communities, and employees.

Our Ethics

Brandywine Construction Company's employees are committed to "doing the right things in the right way."

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Each day we strive to make this part of our culture and to ensure that this approach takes precedence over short-term profits or simple convenience.

To achieve this end, we avoid any actions or activities that could call into question our reputation, integrity, or impartiality.

Each employee must ask questions and promptly raise any concerns they may have regarding any proposed course of action. If something does not seem right, we expect our employees to speak up!

We are committed to delivering our projects and services on time, within budget and according to our customers' requirements and specifications. Finally, we not only comply with the letter but also spirit of all laws and regulations affecting our businesses.

Our

CORE

VALUES

The foundation of Brandywine Construction Company's ongoing success and development lies in preserving the trust of our customers, employees, business partners and other third parties. It is essential that we operate in a manner consistent with our values and in compliance with our ethical principles and the law.

To achieve that, eight basic core values guide our behavior in all aspects of our business activity.

Our CORE VALUES

Safety



Integrity



Respect



Teamwork



Accountability



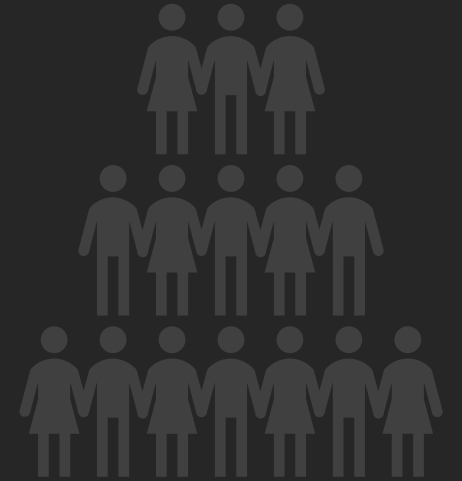
Leadership



Transparency



Trust



SAFETY



The safety of our employees and the public is everyone's responsibility. Plan safety into every aspect of our work and do not deviate from that plan. Stive for Zero Incidents

INTEGRITY



Our business conduct will include the highest level of honesty, ethics, and moral correctness. We will not compromise employees, customers, or our company.

RESPECT



Respect is the basic rule of behavior that guides every employee in all his or her actions: respect for oneself and respect for other employees, customers, third parties, the trade unions, society at large, the Company's principles, laws and regulations, the environment, fairness, and ethics in the broadest sense

TEAMWORK



Our culture of teamwork allows us to work together within the Company, and with our customers to deliver better solutions and collectively accomplish our goals.

ACCOUNTABILITY



*Everyone is fully accountable
for his or her decisions and
actions*

LEADERSHIP



Each day, every employee is expected to give the best of themselves, to strive constantly for quality and to demonstrate the highest level of professionalism – and to lead by example.

TRANSPARENCY



Our actions must match our words. Each day we must strive to earn our reputation rather than simply manage it.

To that end, we must operate in a such a way that our integrity and values cannot be questioned – that is, we must be authentic

TRUST



Relations within the company are based on trust. It is for each person to establish and develop his or her trustworthiness and for each person to extend trust to others.

A construction site with a diagonal overlay. The overlay is a semi-transparent grey shape that starts from the top-left corner and extends towards the bottom-right. The background shows an excavator, a concrete mixer truck, and workers in safety gear. The text is overlaid on the right side of the image.

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