

# **Continental Industries Field Services, LLC**

## **Code of Conduct**

**Ethics:** The core value of Continental Industries Field Services is honesty and integrity. This company was founded on the premise that the service we offer is exactly what we provide. We make a firm commitment to abide by all anti-trust and anti-corruption laws. We firmly believe that one does not stay in business by taking shortcuts. The services offered by Continental are at the end of a well's life, and in most cases permanent. It is imperative that the service and products we provide remain intact for years to come.

**Safety:** Continental has adopted a Goal Zero Policy; Zero harm to employee, environment, and property. We consider safety a top priority and promise to each employee to offer a safe and healthy work environment. Continental considers each employee a safety ambassador, and strongly encourages a stop work program. We vow not only to operate to industry and regulatory standards, but to exceed them by significant margins.

**Environmental Protection:** The supervisors and employees of Continental fully realize that our responsibility to the environment is paramount. Every effort shall be made to prevent spills or blowouts, and commit to report any in a timely manner. We realize that our services must protect the environment not only today, but for future generations as well. We are aware that while we are hired by the customer, we are guests of the landowner. We believe in treating their property with the same respect as if it were our own.

**Employees:** Continental administrators will seek employees who represent our company with the same values we set forth. Our employees will act in a professional manner during working hours as well as after hours. We expect each employee to abide by our substance abuse policies, and all relevant law. We take pride in each member of our team, and vow to treat each with the same professional courtesy, regardless of position. We are an equal opportunity employer with zero tolerance for violence, harassment, or discrimination.

**Image:** The founders of Continental believe that the key to a successful business lie with both professional employees and quality equipment. We will maintain our equipment to the highest standards, and seek to implement the latest technologies as they become available. We expect all employees to maintain our iron to the highest standards.

**Customer Care:** The founders and supervisors at Continental firmly believe that if we don't take care of our customer, someone else will. We will treat each customer with the same respect regardless of the size or scope of work requested. We will strive to maintain an excellent rapport with our customers, and build lasting, professional relationships.

**Vendors:** We set our standards high and expect no less from our vendors. Since our vendors are an extension of us, we will actively seek those who share our principles and work ethic. We expect our vendors to supply quality products and services to facilitate our needs for project completion. Continental shall make every effort to ensure all vendors are paid in a timely fashion.