

# Code of Ethics

---

## 1. Introduction & Purpose

The Code of Ethics of Home Constructors Corporation outlines our unwavering commitment to integrity, transparency, legal compliance, and social responsibility. As we build the future of sustainable infrastructure, our ethical foundation defines how we operate, govern, innovate, and lead. This Code applies to all employees, officers, directors, contractors, and strategic partners.

## 2. Core Values

- **Integrity:** We act honestly and ethically in every decision.
- **Innovation:** We pursue bold ideas while remaining grounded in accountability.
- **Sustainability:** We build responsibly for people, planet, and prosperity.
- **Equity:** We foster an inclusive culture that values diversity and dignity.
- **Excellence:** We uphold the highest standards in quality, professionalism, and conduct.

## 3. Compliance with Laws & Regulations

All stakeholders of Home Constructors Corporation are required to comply with applicable federal, state, and international laws, including but not limited to securities regulations, labor laws, environmental standards, and fair trade practices. We are committed to full alignment with Sarbanes-Oxley, the U.S. Securities and Exchange Commission (SEC), and industry-specific regulations.

## 4. Commitment to ESG & Sustainability

We are committed to genuine Environmental, Social, and Governance (ESG) leadership. We reject greenwashing and instead implement real, measurable sustainability practices. Our ESG goals include carbon-conscious construction, community engagement, and responsible sourcing. We align our practices with the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises.

## 5. Conflicts of Interest

Employees and affiliates must avoid situations where personal interests conflict with the company's business. Conflicts must be disclosed to supervisors or compliance officers. Decision-making must be guided solely by what is in the best interest of the company and its mission.

## **6. Anti-Corruption & Anti-Bribery**

Home Constructors maintains zero tolerance for bribery, kickbacks, or unethical inducements of any kind. This applies to all operations globally. We do not offer, give, solicit, or accept any improper payment or favor to secure business or regulatory advantages.

## **7. Fair Dealing & Competition**

We compete fairly and honorably. We do not engage in deceptive marketing, price manipulation, or exploitation of competitive information. Our reputation is built on merit, ethical strategy, and service excellence.

## **8. Confidentiality & Data Protection**

Confidential information must be protected at all times. This includes trade secrets, non-public financial data, strategic plans, and employee or customer information. We comply with data privacy laws and implement cybersecurity safeguards across our systems.

## **9. Corporate Social Responsibility**

We support the communities in which we build. This includes charitable partnerships, equitable workforce development, and uplifting underrepresented populations. We believe business can and should be a force for good.

## **10. Workplace Conduct & Human Rights**

We promote a safe, respectful, and inclusive work environment. Harassment, discrimination, abuse, or retaliation will not be tolerated. We uphold global human rights standards, including those outlined by the International Labour Organization (ILO).

## **11. Transparency, Reporting, and Accountability**

We commit to accurate financial reporting, full disclosure in investor communications, and truthful public statements. All employees are encouraged to report misconduct or violations without fear of retaliation.

## **12. Implementation & Enforcement**

Our Code of Ethics is overseen by the Board of Directors and implemented by executive leadership. Violations will be addressed swiftly and may result in disciplinary action, including termination or legal consequences.

### **13. Whistleblower Protection**

We protect the rights of individuals who report violations, fraud, or misconduct. Anonymous reporting channels will be made available. Retaliation is strictly prohibited and will result in corrective measures.

### **14. Review & Updates**

This Code will be reviewed annually and updated as needed to reflect new regulations, technologies, and best practices. Stakeholders will be notified of any material changes.

*At Home Constructors Corporation, ethics is not an obligation — it is our foundation.*