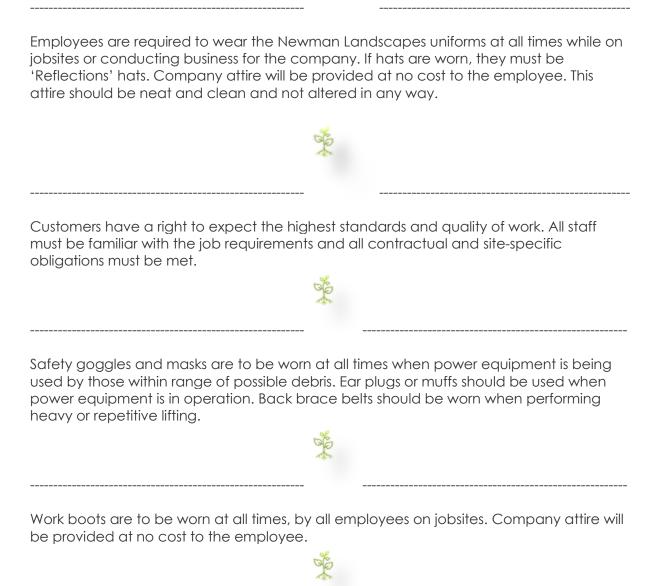
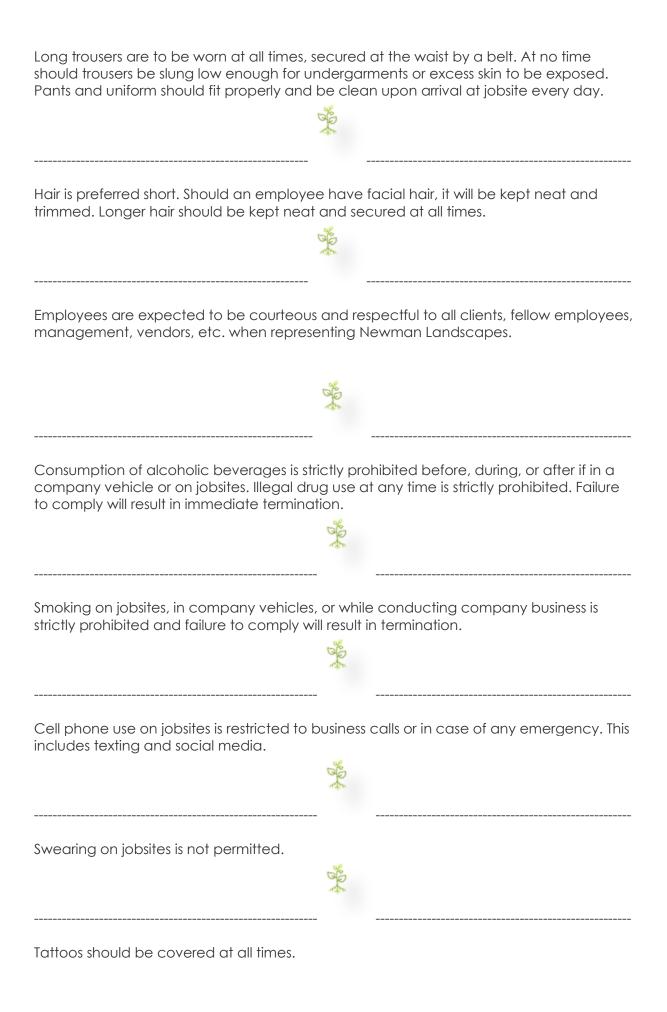
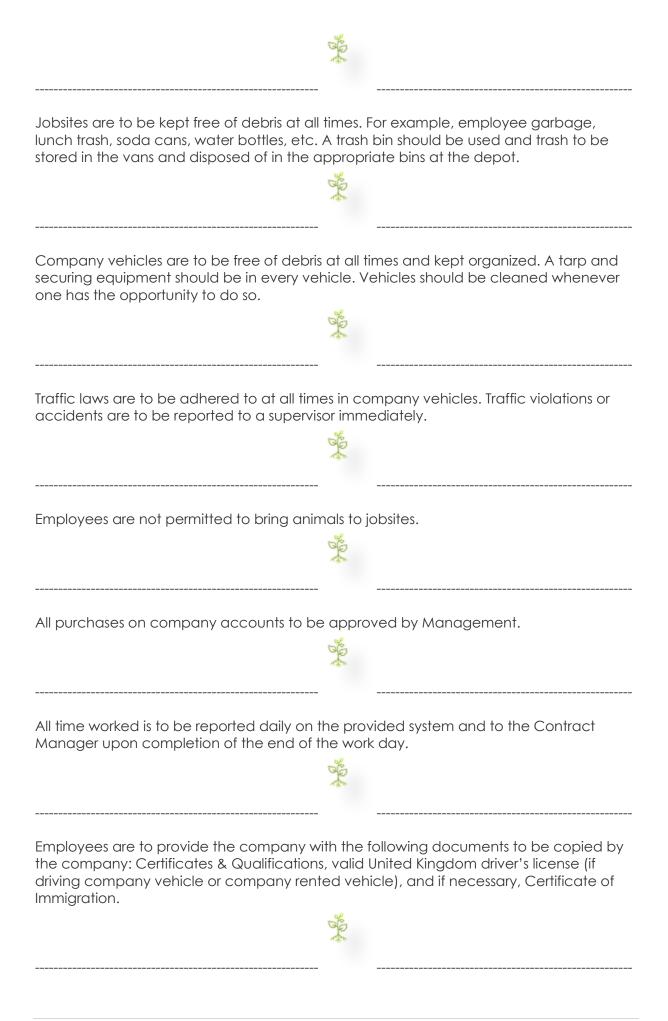


CODES OF CONDUCT







Lunches are to be brought to work, leaving the jobsite for lunch is to be on personal time not company time.



Employee Codes of Conduct to be read, reviewed, and signed by every employee of Newman Landscapes Ltd. every year of employment.