**C. Abbonizio Contractors Inc. - Code of Ethics**

I. Introduction

At C. Abbonizio Contractors Inc., we are dedicated to upholding the highest standards of ethical conduct in all our operations. This code outlines our commitment to act with integrity, transparency, and accountability, in compliance with the Federal Acquisition Regulation (F.A.R.) and industry best practices.

II. Core Values

Integrity: We commit to honest and transparent business operations.

Respect: We treat everyone with dignity, valuing their contributions.

Safety: We prioritize the well-being of our employees and stakeholders in every project.

Quality: We strive for excellence in all our endeavors.

III. Compliance with Laws and Regulations

We will adhere to all federal, state, and local laws, particularly the Federal Acquisition Regulation.

We will obtain all necessary permits and licenses before starting any project.

IV. Fair Competition

We commit to bidding fairly, honestly, and transparently.

We do not engage in bid rigging, collusion, or any other anti-competitive behavior.

V. Conflict of Interest

Employees must avoid situations where their personal interests could conflict or appear to conflict with the interests of the company.

Any potential conflict of interest must be disclosed to management.

VI. Gifts and Gratuities

Employees must not offer or accept bribes, kickbacks, or any form of unethical incentive.

Any gifts, hospitality, or other tokens from suppliers, clients, or competitors must be reported and are subject to management approval.

VII. Health and Safety

We are committed to providing a safe and healthy work environment for all our employees.

We will adhere to industry standards and practices, ensuring that machinery, tools, and processes are safe.

VIII. Environmental Stewardship

We pledge to reduce our environmental impact and promote sustainability in our projects.

We will comply with environmental regulations and seek ways to minimize waste and reduce our carbon footprint.

IX. Reporting Mechanism

Employees are encouraged to report any unethical behavior or breach of this code. This can be done anonymously, and the company guarantees no retaliation for such reports.

X. Training and Resources

We will regularly provide employees with training and resources to understand and uphold this code.

Management is responsible for ensuring that this code is effectively communicated throughout the organization.

XI. Enforcement

Breaches of this code will be taken seriously and can result in disciplinary actions, including termination.

XII. Continuous Review

This code will be reviewed and updated regularly to adapt to changes in laws, regulations, and industry best practices.