



ASSOCIATED GENERAL CONTRACTORS OF MINNESOTA CODE OF ETHICS

Associated General Contractors of Minnesota recognizes that maintaining high ethical standards is necessary to provide baseline safety measures, contractual relationships (among owners, general contractors, subcontractors, workers, designers, engineers, material suppliers, and inspectors), public trust, and resolution of disputes. Accordingly, AGC's Board of Directors have adopted the following Code of Ethics for members, professionals, and businesses engaged in construction industry (*collectively* "Contractor").

- A. **Competency.** Contractor will bid, accept, and perform work that the Contractor has the knowledge, skill, and capacity to perform either directly, through retention of advisors or subcontractors, or through a mentorship.
- B. **Inclusion and Safety.** Contractor will promote at all sites diversity, equity, and inclusion; dignity and respect, including paying fair wages; and physical safety and personal safety, including protecting against discrimination or harassment.
- C. **Fairness.** Contractor will not obstruct, destroy, falsify, alter, or otherwise obfuscate material information, or engage in deceptive practices. Contractor will strive to give advice that is fair and unbiased.
- D. **Public Integrity.** Contractor will not engage in bribery, fraud, or other acts of corruption. Contractor will not collude with others or otherwise engage in anticompetitive acts that violate antitrust standards.
- E. **Environment.** Contractor will promote environmental sensitive and sustainable design and practices. Contractor will preserve and report timely to the appropriate authority the discovery of any natural or cultural heritage on a jobsite.
- F. **Confidentiality.** Contractor will not use or share confidential information of others unless authorized or required to do so by law.
- G. **Conflicts.** Contractor will not accept work that triggers a conflict of interest, and upon discovering a conflict, will divulge the nature of the conflict to all affected parties, subject to not sharing confidential information, or withdraw.
- H. **Development.** Contractor will stay abreast of legal, technical, jobsite, and other changes that affect its competency to perform work, its relationship with others, and its obligation to maintain a safe worksite.

AGC stands committed to help Contractors perform work ethically and promote ethics in the construction industry, including sponsoring education, providing advice, encouraging appropriate industry conversations among committees and forums, and sponsoring and engaging with unions, government, and other partners.