



POWERHOUSE SMART®

PowerHouse SMART® Membership Code of Conduct

INTRODUCTION

Since 2006 hundreds of luxury industry professionals call PHS their Membership Community, a network comprised of leaders who come together to grow together. PHS and its members perform professional services in residential and commercial design, development, building, and real estate, delivering significant added value to consumers, trade partners, employees and stakeholders. With this role comes a great responsibility for members to commit to ethical standards that promote the goal of transforming our society with sustainable growth and well being.

PHS's Membership Code of Conduct embodies aspirational ethical standards for its Members, Boards, Committees, Partners, and Affiliates. While adherence to the aspirational ethical standards is not easily measured, conducting themselves in accordance with these ethical standards is an expectation that members have of themselves as professionals. Among the aspirational ethical concepts which this Membership Code of Conduct embraces are those of respect, responsibility, fairness, and honesty.

- **Respect:** Respect is demonstrating a high regard for one's self, others, and the resources entrusted to them. Those resources may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation — an environment where diverse perspectives and views are encouraged and valued.
- **Responsibility:** Responsibility is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that results.
- **Fairness:** Fairness is making decisions and acting impartially and objectively. A member's conduct must be free from competing self-interest, prejudice, and favoritism.

- **Honesty:** Honesty is understanding the truth and acting in a truthful manner both in one's communications and in one's conduct.

Membership Code of Conduct

This document sets the Code of Conduct expected of all members of PHS and is a condition of membership. It applies to all members, irrespective of their membership type, the role they fulfill, or where they live or work.

As a PHS Member, I will:

- Abide by the rules of PHS as set out in its' Code of Conduct.
- Uphold the reputation and good standing of PHS;
- Act with integrity and respect others;
- Act, support, respect, and abide by the appropriate laws in general that apply to personal conduct;
- Act in the general interest and will not use my position to unfairly benefit myself, my employer, my membership, my community, or others;
- Promptly pay membership fees as part of continued membership and keep my information updated;
- Will not knowingly hold, assume, or accept a position in which interests' conflict with commitment or role to PHS;
- Will not make any statement on behalf of PHS or purport to represent PHS through any public medium, including digital social media, unless authorized to do so by PHS; and must reject and will not make any offer of bribery or unethical inducement;
- Conduct all business with PHS and its Members with professionalism and respect

Should a Member fail to meet the conditions in this Code of Conduct, PHS may, at its sole discretion, decide on the appropriate action to take. PHS reserves the right to revoke membership that has been granted, in the event that a member violates the Membership Code of Conduct.

PHS reserves the right to update this Membership Code of Conduct.

By applying for membership to PHS you indicate that you have accepted and will abide by the Membership Code of Conduct,