

Code of Conduct

Ovation Services Group is committed to providing and maintaining appropriate culture for all personnel who work directly or indirectly with the Company.

The success of the Company is dependent on the trust and confidence we earn from our employees and customers.

We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through appropriate conduct.

The Company's values underpin the expected behavior for all personnel.

Value	Statement
See the Circle 	- Every person is part of the mission and we are all working towards the same goal - Regardless of what is you're working on; you have a circle of colleagues that surround you - Involve them early and often because it will make us stronger
Move the Line 	- Every day, in everything we do, we challenge ourselves and move the line - We push our own boundaries by focusing on incremental improvement - We are forward-thinking, embrace change and innovation
Pull the Wagon 	- Winning takes teamwork, ambition and diligence, not egos - We pitch in and do whatever it takes to move the company forward - Leaders pull the wagon alongside the team - No one is left behind
Act Like an Owner 	- We respect the Company, its people and our customers - We make decisions that enable creative opportunities for growth - We seek out the best long-term outcome, even if it causes short-term sacrifice - We act with purpose and invent the future
Be Excellent 	- We consistently create better ways of doing the things we do - We do not rest on our accomplishments, but build on them in our personal and professional journey to be the best we can be and set new standards in our industry - We expect more of ourselves than our clients do - We endeavor to exceed expectations in every project



Steven Donnelly

Director