

Third-Party Code of Ethics and Business Conduct

Working with our subcontractors, suppliers and partners to do the right thing



One of the most valuable assets of Geostabilization International (“GSI”) is its integrity. To that end, we have established a Third Party Code of Ethics and Business Conduct to help all of us comply with the law and maintain the highest standards of ethical conduct. This Code does not cover every issue that may arise, but sets out basic principles to help guide all of us in the attainment of this common goal.

GSI’s reputation is upheld and enhanced or diminished by each person’s decisions, actions, and sense of business ethics. This Third-Party Code expresses the expectations we hold with our subcontractors, vendors, suppliers, agents, consultants and business partners, and mirrors the standards we set for our own employees. Thank you for your shared commitment to meeting these principles.



Comply with Laws and Regulations

Compliance with the law is one of the principles underlying all GSI policies. All third-party suppliers, their employees and subcontractors are expected to respect and comply with all applicable laws, rules, and regulations that govern the jurisdictions in which they do business. This includes but is not limited to, Title VI of the Civil Rights Act of 1964; GSI prohibits discrimination of any kind.

Avoid Conflicts of Interest

We expect our third-parties to avoid all conflict of interest or situations giving the appearance of a potential conflict of interest in their dealings with GSI. We expect our third-parties to report to GSI, any situations of potential or apparent conflicts between personal interests and the interests of GSI.

Anti-Corruption

We operate a zero-tolerance policy for corruption and prohibit anyone conducting business on our behalf, including third-parties, from offering or making any improper payments of money or anything of value to government officials, political parties, candidates for public office, or other persons. This includes the offer and/or receipt of any bribe or kickback to and/or from any customer, supplier or others. Our policy specifically prohibits facilitating payments. Our third-parties must comply with the anti-corruption laws that govern operations in the countries in which they do business, such as the U.S. Foreign Corrupt Practices Act “FCPA.”

Business Gifts and Courtesies

We compete on the merits of our services and do not use the exchange of business courtesies to gain an unfair advantage. We expect the same of our third-parties. In any business relationship, our third-parties must ensure that the offering or receipt of any gift is permitted by law and regulations; does not violate the rules and standards of the recipients organization; is consistent with reasonable marketplace customs; and will not adversely impact the reputation of GSI.

Fair Competition/Anti-Trust

We expect our third-parties to conduct business with us, our customers, vendors and other business partners in accordance with all applicable anti-trust laws. This include avoiding business practices such as entry into arrangements that unlawfully restrain competition; improper exchange of competitive information; price fixing, bid rigging, or improper market allocation.

Confidential/Proprietary Information

Our Third-parties should take proper care to protect all sensitive information, including confidential, proprietary, and personal information. Information should not be used for any purposes beyond the scope of the business arrangement with our company, without prior authorization.

Respect People and the Environment

Suppliers must share GSI's commitment to providing a safe and healthy workplace by exercising good judgement in work decisions and applying safe work practices to all activities.

All third-party suppliers are responsible for following all applicable environmental, health and safety laws, regulations, and standards in the performance of their duties.

Human Rights

We expect our third-parties to treat people with respect and dignity, encourage diversity and diverse opinions, promote equal opportunity and help create an inclusive and ethical culture.

Human Trafficking

We expect our third-parties to not engage in the use of forced, bonded, or indentured labor, involuntary prison labor, slavery, or trafficking of persons. This includes transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purpose of exploitation.

Drug-Free Workplace

We expect our third-parties to maintain a workplace free from illegal drugs.



Codes of Conduct

Commensurate with the size and nature of their business, we expect our third-parties to have management systems in place to support compliance with laws, regulations, and expectations related to or addressed expressly within our Third Party Code of Conduct. To support compliance with this Code, third parties shall ensure that the Code is shared with all individuals assigned to perform work for or on behalf of GSI, and that all GSI-related tasks are executed by individuals with the skills, expertise and certifications necessary to uphold the principles and meet the standard of the Code. We encourage our third-parties to implement their own written code of conduct.

Reporting

Third-Parties and their employees must report actual or suspected noncompliance with this code to GSI.



Please feel free to contact the Compliance Team with your comments/questions about the Code.

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