

***Code of Ethics – Express Auctioneers LLC.  
Professional Real Estate Auction Agents***

*(Note: This Code of Ethics is a live and growing document and is not intended to replace or supersede any other Code of Ethics of which you may be bound to via your professional licenses, degrees or decrees. It is designed to enhance said additional Codes of Ethics. We obviously cannot address ALL individual concerns with this document alone. If you have any questions or concerns about the ethical nature of your relationship with Express Auctioneers LLC, please direct them to your immediate supervisor for a determination to be made.)*

**1. Overview**

Express Auctioneers LLC. purpose for this ethics policy is to establish a culture of openness, trust and integrity in business practices. Effective ethics is a team effort involving the participation and support of every Express Auctioneers LLC. employee. All employees should familiarize themselves with the ethics guidelines that follow this introduction.

Express Auctioneers LLC. is committed to protecting employees, partners, vendors and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. When Express Auctioneers LLC. addresses issues proactively and uses correct judgment, it will help set us apart from competitors.

Express Auctioneers LLC. will not tolerate any wrongdoing or impropriety at anytime. Express Auctioneers LLC. will take the appropriate measures act quickly in correcting the issue if the ethical code is broken. Any infractions of this code of ethics will not be tolerated.

**2. Purpose**

Our purpose for authoring a publication on ethics is to emphasize the employee's and consumer's expectation to be treated to fair business practices. This policy will serve to guide business behavior to ensure ethical conduct.

**3. Scope**

This policy applies to employees, contractors, consultants, temporaries, and other workers at Express Auctioneers LLC., including all personnel affiliated with third parties.

**4. Policy**

**4.1. Executive Commitment to Ethics**

4.1.1. Executives from Express Auctioneers LLC. must set a prime example. In any business practice, honesty and integrity must be top priority for executives.

4.1.2. Executives must have an open door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert executives to concerns within the work force.

4.1.3. Executives must disclose any conflict of interests regard their position within Express Auctioneers LLC..

#### **4.2. Employee Commitment to Ethics**

- 4.2.1. Express Auctioneers LLC. employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- 4.2.2. Every employee needs to apply effort and intelligence in maintaining ethics value.
- 4.2.3. Employees must disclose any conflict of interests regard their position within Express Auctioneers LLC..
- 4.2.4. Employees will help Express Auctioneers LLC. to increase customer and vendor satisfaction by providing quality products and timely response to inquiries.

#### **4.3. Company Awareness**

- 4.3.1. Promotion of ethical conduct within interpersonal communications of employees will be rewarded.
- 4.3.2. Express Auctioneers LLC. will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company.

#### **4.4. Maintaining Ethical Practices**

- 4.4.1. Express Auctioneers LLC. will reinforce the importance of the integrity message and the tone will start at the top. Every employee, manager, director needs consistently maintain an ethical stance and support ethical behavior.
- 4.4.2. Employees at Express Auctioneers LLC. should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty and objectivity.
- 4.4.3. Express Auctioneers LLC. has established a best practice disclosure committee to make sure the ethical code is delivered to all employees and that concerns regarding the code can be addressed.

#### **4.5. Unethical Behavior**

- 4.5.1. Express Auctioneers LLC. will avoid the intent and appearance of unethical or compromising practice in relationships, actions and communications.
- 4.5.2. Express Auctioneers LLC. will not tolerate harassment or discrimination.
- 4.5.3. Unauthorized use of company trade secrets & marketing, operational, personnel, financial, source code, & technical information integral to the success of our company will not be tolerated.
- 4.5.4. Express Auctioneers LLC. will not permit impropriety at any time and we will act ethically and responsibly in accordance with laws.
- 4.5.5. Express Auctioneers LLC. employees will not use corporate assets or business relationships for personal use or gain.

### **5. Enforcement**

- 5.1. Any infractions of this code of ethics will not be tolerated and Express Auctioneers LLC. will act quickly in correcting the issue if the ethical code is broken.
- 5.2. Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.
- 5.3. Each person representing Express Auctioneers LLC. as an employee or Independent Sales Representative will/has signed a contract which states:

*“28. The Independent Sales Representative agrees to conduct her/himself with due regard to public conventions and morals, and agrees that she/he will not do or commit any act or thing that will tend to degrade him in society or bring him into public hatred, contempt, scorn or ridicule, or that will tend to shock, insult or offend the community or ridicule public morals or decency, or prejudice the Company, real estate or auction industry in general.”*

**6. Conclusion**

- 6.1. As a company of dedicated workers, we will enforce this Code of Ethics in all manners of business. This is a living and growing document and is meant to be a guide for all of our employees, independent sales agents, suppliers and all persons doing business with Express Auctioneers LLC..
- 6.2. Any updates to this document should be emailed to ExpressAuctioneers@Gmail.com  
attn: Code of Ethics.

Last update: 11/2010 - JB