

PCC 122

To Whom it May Concern:

Notice of Respectful Behaviour Violation
Code of Ethics and Business Conduct

PEEL CONDOMINIUM CORPORATION ("PCC 122" or the "Corporation") expects all of its directors, officers, managers, contractors and consultants ("**Representatives**") to comply with regulations governing conduct and is committed to promoting integrity and maintaining the highest standard of ethical conduct in all of its activities.

The Code of Ethics and Business Conduct ("**Code**") outlines guidelines and procedures for respectful behaviour expected of the Corporation's Representatives in the course of their duties which reads as follows:

Respectful Behaviour:

Representatives of the Corporation will deal with its homeowners/tenants/residents ("**Customers**"), business partners, clients, service providers, suppliers and/or other parties with integrity, respect, courtesy, moderation and without undue aggressiveness, negativity or arrogance.

In return, the Corporation expects its Customers, business partners, clients, service providers, suppliers and/or other parties to display respectful behaviour towards its Representatives, which includes a high level of integrity, respect, courtesy, and moderation without undue aggressiveness, negativity or arrogance.

In addition, the Corporation will not tolerate any form of harassment or discrimination towards its Representatives. Harassment or discrimination is any conduct that is offensive, humiliating or unduly embarrassing for anyone and deprives a person of their rights to dignity and respect. Also, any activity, conduct, or transaction that is or may appear to be unethical, illegal or improper business conduct is unacceptable.

During the course of any business encounter, should our Representatives feel that Customers, business partners, clients, service providers, suppliers and/or other parties are in violation of respectful behaviour or that they are being subjected to harassment or discrimination, our Representatives have the right to immediately terminate/withdraw their services and/or cooperation at that time and report the incident to the Board of Directors for review.

The Board of Directors