

Acculevel Code of Honor

At Acculevel, our commitment to improving the lives of our customers and associates is not just a mission – it's the foundation of everything we do. This Code of Honor outlines the principles that guide our actions and behaviors, ensuring we uphold the highest standards of integrity, respect, and excellence. We live by our core values, which are integral to this Code:

We are COACHABLE:

- We actively seek and embrace feedback, recognizing that it is essential for growth and improvement.
- We readily adapt our behaviors and strategies based on guidance and instruction.
- We value mentorship and are committed to both learning from others and sharing our knowledge.

We STAY HUMBLE:

- We approach every interaction with respect and recognize the value in every individual's contributions.
- We celebrate successes as a team and acknowledge that our achievements are built upon the efforts of many.
- We remain grounded and avoid arrogance, even in the face of accomplishments.
- We are quick to acknowledge our mistakes and learn from them.

We FOCUS ON ALIGNMENT:

- We ensure our individual actions and decisions are in harmony with Acculevel's mission, values, and goals.
- We communicate openly and honestly to ensure everyone is working towards a common purpose.
- We support our colleagues and work collaboratively to achieve shared objectives.
- We understand how our role contributes to the overall success of the company and act accordingly.

We MOVE AT THE SPEED OF INSTRUCTION:

- We act promptly and efficiently upon receiving direction and guidance.
- We prioritize tasks effectively to ensure timely completion and progress.
- We are proactive and avoid unnecessary delays in our work.
- We understand the importance of responsiveness in serving our customers and supporting our team.

We HAVE A POSITIVE ATTITUDE:

- We approach challenges with optimism and a solution-oriented mindset.
- We foster a supportive and encouraging environment for our colleagues and customers.
- We maintain a professional and respectful demeanor in all interactions.
- We understand that our attitude impacts those around us and strive to create a positive influence.

Our Commitment to Our Mission:

This Code of Honor is intrinsically linked to our mission: to be meaningfully and obsessively committed to improving the lives of our customers and associates. This means:

- **For our Customers:** We will go above and beyond to understand their needs, provide exceptional service, and deliver solutions that truly improve their lives. We will act with integrity and build lasting trust.
- **For our Associates:** We will create a supportive, inclusive, and growth-oriented environment where every individual feels valued, respected, and empowered to succeed. We will foster open communication and opportunities for development.

Living the Code:

This Code of Honor is not just a document; it is a living commitment that each of us at Acculevel embraces. By upholding these principles in our daily actions, we will continue to build a company we are proud of, deliver exceptional value to our customers, and create a positive impact on the lives of our associates.