

AEMT Integrity Policy

The Association of Electrical and Mechanical Trades (AEMT) believes that integrity, professionalism, and accountability are essential for building trust within the industry and ensuring its long-term success. This Integrity Policy reflects the AEMT's commitment to fostering an ethical business environment, protecting the reputation of its members, and promoting fair competition and responsible practices across the sector.

Signed: Thomas Marks, General Manager

Date: February 2025

1. Commitment to Integrity

Members shall:

- **Fair Competition:** Not collude with others to limit competition, gain unfair advantages, or undermine the association.
- **Legal Compliance:** Meet the employment laws of their local country.
- **Collaboration:** Cooperate with fellow members on lawful projects that enhance the industry's service quality.
- **Honest Representation:** Not misrepresent their business, services, or products through advertising or other means.
- **Respect for Members:** Show consideration for other members, avoiding actions that harm their business, reputation, or employees.
- **Employee Welfare:** Provide for employee welfare and maintain necessary insurance for employee and public protection.
- **Association Reputation:** Avoid actions that could bring the AEMT or its members into disrepute.
- **Standards and Guarantees:** Adhere to their own reasonable standards and guarantees.

- **Complaints Procedure:** Use the AEMT's review service for unresolved customer complaints.
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2. Accountability and Complaints Process

Members may file complaints in writing with the AEMT Secretariat, initiating a mediation process by the Complaints Committee. This committee will review and mediate disputes, potentially recommending censure, suspension, or expulsion to the Council, which requires a two-thirds vote for implementation.

Declaration

By becoming a member of the AEMT, members affirm their commitment to the principles outlined in this Integrity Policy.