

**EVERLIGHTS CODE OF CONDUCT
PRODUCT INSTALLERS**

Axis Innovations, LLC, a Utah limited liability company doing business as EverLights (the “*Company*”) is committed to upholding quality service, ethical, fair and honest business practices, and compliance with all applicable laws and regulations in connection with the manufacturing, marketing, and distribution of its permanent outdoor lighting products (the “*Products*”). While the Company does not provide, directly or indirectly, installation services in connection with its Products, the Company provides its customers with a list of independent, qualified contractors (“*Contractor(s)*”) on its website with whom purchasers of Products may work with directly to provide installation services (“*Installation*”). Each such Contractor has agreed to abide by the Company’s Code of Conduct for Product Installers and the Company expects that all of the Contractors providing Installation services for the Company’s customers likewise meet the Company’s commitment to quality services, ethical, fair, and honest business practices, and compliance with all applicable laws. The Company is committed to providing prompt and specific guidance to all such individuals or companies. If a Contractor or customer has a question about this Code of Conduct, or if such individual needs guidance on a legal or ethical matter, they are encouraged to reach out to the Company as follows:

**EVERLIGHTS
A UTAH DBA**

**ADDRESS:
PO BOX 305
PLEASANT GROVE, UTAH 84062**

EMAIL: info@myeverlights.com

NO EMPLOYMENT RELATIONSHIP

NOTHING IN THIS CODE OF CONDUCT FOR PRODUCT INSTALLERS SHALL BE INTERPRETED AS CREATING OR ESTABLISHING AN EMPLOYMENT RELATIONSHIP, PARTNERSHIP OR JOINT VENTURE BETWEEN THE COMPANY AND ANY CONTRACTOR. THE PARTIES AGREE THAT THE COMPANY HAS NO SUPERVISORY AUTHORITY OVER THE TIME, MANNER AND METHODS OF SERVICES PROVIDED BY CONTRACTOR AND NOTHING IN THIS CODE OF CONDUCT FOR PRODUCT INSTALLERS SHALL BE INTERPRETED TO BE CONTRARY TO THAT AGREEMENT.

1. QUALITY SERVICE. The Company is committed to providing quality services and expects all Contractors providing services on behalf of the Company to adhere to the following:

(a) Contractors shall provide services that reflect the customer's preferences, goals, and unique needs.

(b) Contractors shall demonstrate a dedication to professionalism.

(c) Contractors shall provide customers with transparent pricing and billing practices.

(d) Contractors shall complete Installation in accordance with the Customer's specific instructions.

2. ETHICAL BUSINESS BEHAVIOR, FAIR DEALING. Contractors are expected to:

(a) Be ethical, fair and honest at all times in dealing with customers, suppliers, competitors and employees.

(b) Not receive improper personal benefits as a result of their inclusion on the Company's list of preferred product installers.

(c) Not compete with the Company, or use Company property, information or their position for personal gain other than is provided in the underlying contract between Contractors and the customers.

(d) Not act in a manner that creates or appears to create a conflict of interest with the Company, unless Contractor discloses details of the matter to the Company and obtains prior written approval from the Company. A "conflict of interest" occurs when an individual's private interest interferes in any way – or even appears to interfere – with the interests of the Company as a whole.

3. COMPLIANCE WITH LAWS, RULES AND REGULATIONS. Contractor is expected to comply with all federal, state and local laws, rules and regulations affecting the Company's business.

(a) Contractors shall comply with all applicable labor and employment laws, and not discriminate against or harass any employee or applicant for employment, customers, vendors or members of the public. Comments and actions that encourage or create a hostile environment for customers are unacceptable.

(b) Contractors shall comply with federal, state and local health and safety laws and permit requirements.

(c) Contractors shall provide sufficient training to its employees and agents so as to reduce accidents, increase professionalism and courtesy when interacting with customers, and eliminate safety hazards to the maximum extent possible.

(d) Contractors shall not possess or consume alcohol, tobacco, illegal drugs, or legal drugs that would impair their judgment or limit their capacity while performing Installation services for customers.

- (e) Contractors shall not threaten, intimidate, coerce, harass or assault any person or make another person concerned for his or her safety.

4. PROTECTION OF COMPANY ASSETS, CONFIDENTIALITY. Contractor is expected to:

- (a) Not harm the Company and/or its business relationships by false statements, innuendo or breaches of confidentiality.
- (b) Coordinate with the Company when requested so that i) transactions involving Company assets are recorded fully, accurately and promptly, and are properly identified in Company records, and ii) records are protected from unauthorized access and retained according to procedures that take into account governmental and/or Company retention requirements.
- (c) Use electronic messages and Internet systems only for legitimate business purposes. Electronic messages sent from, received by or stored in Company systems are property of the Company, and Contractor waives all rights of privacy to such electronic messages and Internet usage.
- (d) Not misuse, make unauthorized copies, reverse engineer, break the code of, destroy, share, sell, steal, or borrow Company intellectual property (including copyrights, patents, trademarks, service marks and trade secrets), or the intellectual property of other parties that the Company is using by agreement.
- (e) Notify the Company immediately if the Contractor becomes aware of illegal copying or other wrongful use of materials owned or licensed by the Company.
- (f) Not disclose to unauthorized third parties, or inappropriately use for the Contractor's own benefit, any proprietary and/or confidential information gained from the Company, or from former employees of the Company.

5. COMPLIANCE WITH THIS CODE OF CONDUCT. All Contractors are expected to comply with this Code of Conduct. If a Contractor becomes aware of any violation — or possible violation — of the law, this Code of Conduct or related Company policies by that Contractor or another Contractor or their respective employees and agents, the Contractor shall report it promptly to the Company.

- (a) All reported violations will be investigated promptly and any appropriate actions in response to violations of this Code of Conduct will be taken swiftly and consistently. No Contractor will be retaliated against for reporting a suspected violation in good faith, and retaliation against a Contractor for making a good-faith report is a violation of this Code of Conduct.
- (b) Violations of this Code of Conduct may result in disciplinary action, up to and including termination of the business relationship, removal from the Company website and referral network, and/or legal recourse.