

2026 COMPANY POLICIES

Policy Acknowledgment & Agreement

POLICY REVIEW

At Sunwave Plumbing, we believe clear expectations help everyone succeed. Our 2026 company policies have been updated and are now available on the Sunwave Growth website.

All team members are asked to take time to review these policies so we stay aligned in how we work, support one another and represent Sunwave.

REVIEW THE POLICIES

Sunwave Growth · 2026 Policies sunwavegrowth.com/policies

These policies apply to all Sunwave Plumbing employees, including field, office and leadership team members. They help guide us as admirable employees and professionals while we strive to give our best every day.

EMPLOYEE ACKNOWLEDGMENT

By signing below, I confirm that:

- I have been directed to and reviewed the 2026 Sunwave Plumbing Policies on the Sunwave Growth website.
- I understand these policies are in place to support a safe, respectful and professional workplace.
- I agree to follow the policies as part of my role at Sunwave Plumbing.
- I understand that policies may be updated, and I am responsible for staying informed of changes.

Employee Signature**Date****Printed Name**