



## Ambient Energy Code of Ethics

### EQUITY

#### **E02. Pay-Scale Equity**

Ambient Energy is committed to a pay scale equity program across all job classifications and pay-scale gradients for all employees. Pay scale equity addresses salary, wage and benefits inequities within the organization. The goal of Ambient Energy's compensation equity program is to reduce the discrepancies in employee compensation that relate to the traditional over-valuation of work performed by senior executives and the under-valuation of work performed by the lowest job classifications.

Ambient Energy recognizes that there are real and merited differences in employee compensation scales within the organization's equity compensation program but puts a realistic and equitable maximum limit on the differences in this compensation at 1:5. In this ratio, 1 represents the compensation of the lowest compensated, full-time employee and 5 represents the compensation of the highest compensated employee/senior executive. (Note Three Star JUST policies would recommend a 1:15 ratio).



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