



EXHIBIT D – MASTER SERVICES AGREEMENT

Contractor Code of Conduct

Centerspace expects all contractors who provide products and/or Services to Centerspace comply with the letter and spirit of all applicable laws, rules, and regulations in the states in which they operate, including all applicable environmental regulations, and compliance with all required permits, licenses, registrations, and restrictions. All contractors shall also comply with the principles set out in this Contractor Code of Conduct.

Integrity

Centerspace is committed to ethical and lawful behavior, and to acting professionally and fairly in all business dealings and relationships. Contractor's activities may influence Centerspace's reputation and relationship of trust with our clients, residents, and employees, and as such we expect our contractors to maintain high legal and ethical standards.

Work Standards

While working at Centerspace properties, Contractor's personnel agents and subcontractors shall agree to the following policies:

1. Such personnel will not stray beyond the limits of their work area.
2. Appropriate, professional attire is required at all times, including shirts with sleeves.
3. No materials will be stored or staged in amenity or other common areas, including outdoor spaces, unless expressly permitted.
4. Debris in common areas will be immediately removed. All areas used to access the work by Contractor shall be cleaned to their original condition by Contractor.
5. Contractor and Contractor's staff shall park in guest parking areas only, when available. In no instance shall any Contractor use parking spaces reserved for prospective/future residents, or any parking areas specifically designated as resident parking, for any length of time. Contractor will always endeavor to avoid using "prime" spots like those that are within 5 spaces of any building entry point. Parking is only permitted on paved surfaces intended for parking. No parking is allowed on lawns, walks, or any other areas not specifically designated for vehicular parking.
6. Doors are never to be propped open in breach of controlled access.
7. Keys are to be checked out and returned to the office daily.
8. Issues or concerns are to be reported immediately to the Community Manager.

Confidential Information and Privacy

Contractors must abide by Centerspace's information confidentiality requirements, which include maintaining confidentiality and prohibiting any disclosure of Centerspace information or contract terms and conditions and pricing.

Fair Treatment, Wages, Benefits and Working Hours

Contractors will provide a workplace free from illegal discrimination and sexual harassment. Contractors will comply with local applicable wage laws regarding wages, overtime hours, and mandated benefits.

Health, Safety and Respect for Environment

Contractors shall provide a healthy and safe working environment and be environmentally responsible to minimize any adverse impacts. Contractors shall monitor their work areas for safety hazards and shall protect workers, residents, guests, and employees from exposure to chemical, biological, and any physical hazards.