



## Acceptable Worksite Pledge

At \_\_\_\_\_ we are fully committed to building a workforce where all employees are able to perform at their best and reach their full potential.

**We believe that everyone has the right to be safe and protected at work, and that the definition of an Acceptable Worksite is a safe worksite.**

Safety hazards are not always physical, and safety protection is not limited to PPE equipment like goggles, gloves, hard hats and steel toes.

Unwelcome, demeaning or threatening language and behaviour creates stress and distraction that risks health, safety, and productivity.

We expect all employees to work together without causing harm. We require a workplace that's free from hazing, harassment, bullying and discrimination. This is our Acceptable Worksite Pledge.

We know that employing workers with different attributes, backgrounds, experiences, and skills makes us successful.

We aim to attract the best talent, improve the quality of our work, increase our productivity, and supercharge our ability to innovate. These outcomes also benefit the community around us.

**Through the following practices, we seek to build and maintain our success by:**

- Hiring based on skill and experience and compensating all employees at fair market value, regardless of gender, race, religion, or ethnicity.
- Identifying and removing barriers to training and career development; creating equitable opportunities for all employees.
- Ensuring the health, safety and well-being of everyone in the workplace by providing an environment free from harassment, hazing, bullying, and discrimination.
- Promoting education, awareness and training on acceptable workplace behaviour that positively impacts our community, our company, and our employees.
- Continuously backing up our commitment through our actions, without compromise.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Together we're building a construction industry that works for everyone.

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