



## Code of Conduct

*Rev. 08.2025*

At Constructco, we maintain a strict and enforceable standard of conduct across all levels of operation. As a licensed General B contractor serving hospitality, healthcare, commercial, and multi-residential sectors across California, our work reflects directly on the institutions we support. This Code of Conduct sets forth the minimum behavioral and legal expectations applicable to every employee, subcontractor, and vendor acting under the Constructco name.

“Constructco crews often work in occupied facilities, active hospitality environments, and sensitive medical or residential spaces. As such, we hold all personnel including subcontractors and vendors to the highest standards of legal, ethical, and professional conduct to ensure safety, compliance, and a respectful presence at every location.”

Compliance with this Code is a condition of employment, partnership, and site access. Violations are subject to immediate review, disciplinary action, or contract termination.

### **1. Professionalism and Worksite Behavior**

All personnel are expected to maintain the highest level of professionalism at all times. This includes:

- Conducting oneself with respect, maturity, and integrity
- Following all posted or issued site rules, PPE mandates, and access restrictions
- Refraining from profanity, harassment, intimidation, or physical confrontations
- Representing Constructco in a manner that reflects positively on clients and communities

Crews must maintain a clean, orderly work area and secure all tools, materials, and staging zones at the end of each workday. Offensive language, symbols, or behavior are not tolerated on any Constructco site.

### **2. Legal and Regulatory Compliance**

All Constructco-affiliated personnel must operate in accordance with:

- California and federal labor, wage, and hour laws
- Cal/OSHA regulations and jobsite-specific safety standards
- Environmental protection requirements (e.g., stormwater control, emissions compliance)
- Workplace documentation and reporting protocols

Mandatory safety training, tailgate meetings, and hazard reporting procedures must be followed without exception. Any attempt to falsify hours, forge documents, or misreport incidents constitutes grounds for immediate removal or termination.

### **3. Anti-Corruption and Ethical Standards**

Constructco maintains a zero-tolerance policy for unethical or illegal business behavior, including:

- Bribery, kickbacks, or undisclosed financial inducements
- Bid rigging, price fixing, or collusion with competitors
- Fabrication of invoices, service records, or compliance logs
- Misuse of proprietary or confidential client information

Suspected violations must be reported to management immediately. Constructco prohibits retaliation against individuals who report concerns in good faith.

### **4. Harassment, Discrimination, and Retaliation**

Constructco prohibits discrimination or harassment of any kind, including on the basis of:

- Race, color, gender, age, religion, disability, sexual orientation, veteran status, or national origin
- Physical intimidation, verbal abuse, or unwanted sexual advances
- Retaliation for reporting misconduct, safety concerns, or violations of this Code

All employees and subcontractors are entitled to a work environment free from hostility, coercion, or bias. Incidents will be investigated promptly and discreetly, with consequences up to and including removal from site or legal referral.

### **5. Conflict of Interest**

All Constructco personnel are expected to disclose any real or perceived conflicts of interest. Prohibited actions include:

- Accepting gifts, meals, or entertainment in exchange for preferential treatment
- Diverting Constructco work to personal or family-affiliated companies
- Using company tools, information, or vendor accounts for personal gain

Failure to disclose a conflict undermines trust and may result in disciplinary action, even in the absence of financial harm.

### **6. Acknowledgment and Enforcement**

All parties performing work under Constructco must acknowledge this Code of Conduct in writing prior to project engagement, onboarding, or subcontractor approval.

Violations will be addressed promptly and may result in:

- Written warning or suspension
- Removal from the jobsite
- Termination of employment or vendor status
- Legal action where applicable

Constructco's leadership, foremen, and project managers are empowered to enforce this Code without exception or delay.