



Corporate Responsibility Statement

Rev. 08.2025

At Constructco, we recognize that our operational impact extends beyond construction. As a licensed General B contractor based in California, our business practices reflect a disciplined commitment to regulatory compliance, ethical labor, environmental integrity, and respectful engagement with the communities and institutions we serve.

This responsibility is embedded in our daily field practices not positioned as an afterthought, nor delegated to third-party messaging.

1. Legal Compliance and Governance

Constructco adheres to a strict legal framework that governs all projects and internal policies. Compliance requirements are incorporated into our proposals, contracts, training protocols, and jobsite supervision processes. We align with:

- California Building Code (CBC)
- CALGreen Code (Title 24 – Part 11)
- Cal/OSHA regulations and field safety protocols
- California Labor Code and applicable Wage Orders
- State and federal anti-discrimination and equal employment laws

We maintain a zero-tolerance policy toward regulatory noncompliance whether in-house or by subcontractors under our management. All permits, inspections, and field activities are reviewed to ensure consistency with applicable law.

2. Labor Standards and Onsite Conduct

Constructco's workforce includes direct employees and approved subcontractors, each held to consistent and verifiable expectations. These include:

- Lawful classification and compensation aligned with role and responsibilities
- Enforcement of safety standards and mandatory PPE usage
- Clear policy against forced labor, child labor, or exploitative practices
- Workplace dignity, with zero tolerance for retaliation, harassment, or verbal abuse

We provide confidential reporting channels for labor concerns and actively review issues with discretion and legal oversight. Supervisors are trained to intervene and document noncompliance.

3. Environmental and Operational Responsibility

All scopes of work are evaluated for environmental sensitivity and planned with field-enforceable controls, including:

- Runoff containment and discharge compliance under California Water Code
- Equipment emissions aligned with CARB regulations
- CALGreen-compliant waste diversion and low-VOC product usage
- BMP enforcement per CASQA guidelines for erosion, sediment, and material control

We do not brand our operations as "green" unless they meet enforceable, statutory definitions. Our emphasis remains on clean execution, regulatory alignment, and minimal jobsite disruption.

4. Stakeholder Respect and Site Conduct

Many Constructco projects are performed in active-use environments such as hospitals, commercial centers, hotels, and multi-tenant residential properties. Our personnel are required to:

- Maintain orderly, hazard-free job sites
- Protect pedestrian access and minimize noise or visual impact
- Communicate professionally with clients, tenants, and neighboring personnel

We understand that our field presence directly reflects on our clients. Accordingly, field crews are briefed not only on technical scopes but also on stakeholder sensitivity, behavior standards, and escalation protocols.

5. Continuous Evaluation and Risk Management

Constructco reviews internal practices quarterly to identify procedural gaps, improve safety protocols, and assess field performance. Lessons learned are integrated into operational planning and supervisor training. Responsibility is measured by what is done, not what is said.