



## **Diversity, Equity & Inclusion (DEI) Statement**

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At Constructco, we believe operational excellence begins with inclusive leadership, equitable hiring, and a workplace culture rooted in respect. As a licensed California General B contractor serving the hospitality, healthcare, commercial, and residential sectors, we embed diversity, equity, and inclusion into how we build teams, manage field operations, and sustain long-term partnerships.

We are not presently certified as a minority- or woman-owned business enterprise. However, our hiring and subcontractor practices are intentionally structured to remove barriers, support merit-based advancement, and maintain an open door to qualified professionals and trade partners across all backgrounds.

### **Workforce Practices**

Constructco is committed to:

- Fair and lawful hiring without regard to race, gender, age, disability, religion, national origin, sexual orientation, or background
- Pay equity for equivalent roles, assessed by scope of responsibility, skill, and performance
- Internal promotion and development wherever feasible to retain institutional knowledge and support mobility
- Maintaining a workplace free of discrimination, harassment, and retaliation

Our workforce represents the diverse communities in which we operate. We value the collaborative, adaptive problem-solving that emerges from varied lived experiences—especially in fast-paced construction environments.

### **Subcontractors & Vendor Inclusion**

Constructco actively seeks to partner with subcontractors and vendors who share our values and reflect the diversity of the California marketplace. We welcome participation from:

- Minority-owned businesses (MBEs)
- Women-owned businesses (WBEs)
- Disabled veteran business enterprises (DVBES)
- Emerging small or local businesses

While we do not impose quotas, we do offer equal consideration, clear communication, and fair bid opportunities across all qualifying scopes. We recognize that many of our clients track supplier diversity participation. Constructco is committed to fostering partnerships with certified vendors where applicable and will collaborate with clients to support such goals when feasible.

## **Legal & Ethical Compliance**

Constructco complies with all applicable non-discrimination and labor regulations, including:

- California Fair Employment and Housing Act (FEHA)
- California Equal Pay Act
- Title VII of the Civil Rights Act
- Executive Order 11246 (for qualifying federal or public projects)

Reports of discriminatory or harassing behavior are investigated promptly and addressed in accordance with company policy and California law.

## **Accountability & Culture**

Our supervisors and administrative leaders are expected to model professionalism and correct conduct that falls short of our standards. We maintain:

- Respectful jobsite and office environments
- Direct and transparent communication across teams
- Inclusion grounded in conduct not performative gestures

Psychological safety, dignity, and fairness are not optional at Constructco, they are operational requirements. We train and support our leaders to enforce this standard actively.

## **Contact & Escalation Protocol**

Any Constructco employee, subcontractor, or vendor may report DEI-related concerns confidentially to company management. We enforce a strict non-retaliation policy. All reports are reviewed and resolved in accordance with our internal procedures and California labor law.

## **Strategic Alignment**

Constructco is aligned with clients who value equity, opportunity, and professional integrity. While we do not market ourselves as a certified diverse vendor, our company is structured to uphold the principles that corporate and public clients expect from an inclusive, accountable contractor.