



Labor Practices & Human Rights Statement

Rev. 08.2025

Constructco is committed to upholding lawful, ethical, and safe labor practices across all projects and partnerships. As a licensed General B contractor operating in California with a direct in-house workforce, we ensure our employment and subcontracting practices align with state labor codes, federal employment laws, and international human rights principles as they apply to our scopes of work.

We do not tolerate exploitative labor conditions of any kind, and we do not work with partners who engage in practices that violate basic labor protections.

Legal Labor Compliance

Constructco complies with all applicable labor laws and workplace safety regulations, including:

- California Labor Code and Wage Orders
- Cal/OSHA safety and training requirements
- Fair Labor Standards Act (FLSA)
- Occupational Safety and Health Act
- California Paid Sick Leave and Family Rights Acts

All employees are classified and compensated in accordance with applicable wage orders and job descriptions. Timekeeping, safety training, and rest break enforcement are overseen by field supervisors and reviewed by project management.

Prohibition of Forced Labor, Child Labor, and Human Trafficking

Constructco does not engage in or support the use of forced labor, indentured labor, child labor (as defined by U.S. and California law), or human trafficking. We require subcontractors and vendors to operate within the same standards, and we reserve the right to terminate relationships with any entity found to be in violation of these principles.

We support the principles outlined in:

- The UN Guiding Principles on Business and Human Rights
- California Transparency in Supply Chains Act
- U.S. Department of Labor's commitments against human trafficking

Workplace Safety & Field Conditions

Safety is a foundational value at Constructco. Our labor practices prioritize:

- Jobsite hazard identification and mitigation
- Safe access and egress
- Personal protective equipment (PPE) usage and enforcement
- Emergency protocols and reporting procedures
- Mandatory tailgate safety meetings for all crews

All employees and subcontractors are expected to follow these standards and may be subject to site-specific safety orientation prior to mobilization.

Fairness, Dignity & Transparency

Constructco believes every worker regardless of role, background, or employment status, deserves to be treated with dignity. We do not tolerate verbal abuse, coercion, retaliation, or intimidation of any kind.

Employees and workers may raise concerns confidentially with management without fear of penalty. Investigations are handled with discretion and resolved in accordance with California labor laws.

Constructco enforces a strict non-retaliation policy. No employee or subcontractor will be penalized, demoted, or terminated for reporting a workplace concern in good faith. Investigations are handled with discretion and resolved in accordance with California labor laws.

Freedom of Association

Constructco respects the right of employees to organize, join trade groups, or engage in collective discussions regarding their working conditions in accordance with California labor law. We do not interfere with lawful employee activity and maintain a neutral stance on matters of association.

Our clients expect lawful, respectful labor practices on every project. Constructco meets that expectation by focusing on safety, classification, and on-site accountability not just paperwork.