

COMPANY WORKPLACE PLEDGE

OUR PLEDGE FOR AN ACCEPTABLE WORKPLACE

At **édifice** we are fully committed to building a workplace where all employees can 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 Workplace is a safe workplace. We know that employing workers with different attributes, backgrounds, experiences, and skills, makes us successful.

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, subtrades, visitors and clients to work together without causing harm. We require a workplace that is free from hazing, harassment, bullying and discrimination.

We maintain a quality workplace through the following practices:

- * We hire based on skill and experience and compensate all employees at fair market value regardless of gender, race, religion, or ethnicity.
- * We identify and remove barriers to training and career development, creating equitable opportunities for all employees.
- * We ensure the health, safety, and well-being of everyone on the worksite by promoting a work environment free from harassment, hazing, bullying and discrimination.
- * We encourage all those with whom we work to embrace our Acceptable Workplace philosophy and to constantly work with us to achieve these objectives.
- * We take comments and concerns seriously when an employee, subtrade or visitor witnesses or experiences harassment, hazing, bullying or discrimination.

We pledge to continuously back up our commitment through our actions, without compromise. We encourage all employees, subtrades, visitors and clients to approach us if they witness or experience any behaviour that contradicts an Acceptable Workplace.



Dan Legal, Founder



Mark Fedje, President