

BUILD with Respect – Employee Pledge

Individual Commitment to Respect on the Jobsite

I understand that my behavior impacts the safety, productivity, and culture of every jobsite I work on. By signing this pledge, I commit to living out the **BUILD with Respect** principles in my daily work.

My Commitment

I commit to:

B – Be Professional

- Treat coworkers, supervisors, and partners with respect and professionalism.
- Communicate clearly, respectfully, and with safety as a priority.

U – Understand Others

- Respect differences in background, experience, and perspective.
- Reject bullying, hazing, or intimidation in any form.

I – Include Everyone

- Help create a workplace free from harassment and exclusion.
- Support a jobsite environment where everyone feels welcomed and valued.

L – Lead by Example

- Conduct myself in a way that reflects positively on my company and the construction industry.
- Support a culture where raising concerns is encouraged and respected.

D – Do the Right Thing

- Speak up or take appropriate action if I witness disrespectful, harassing, or unsafe behavior.
- Support coworkers who may be affected and report concerns through proper channels.

Personal Responsibility

I understand that respect on the jobsite is everyone’s responsibility and commit to upholding these principles both on and off the jobsite.

Employee Name: _____

Company: _____

Job Title: _____

Signature: _____

Date: _____