

## **BUILD with Respect – Employer Pledge**

### **Company Commitment to Professionalism, Respect & Leadership**

We recognize that professionalism and respect are essential to safe, productive, and successful commercial and institutional construction projects. By signing this pledge, our company commits to upholding the **BUILD with Respect** principles on every jobsite and in every workplace interaction.

### **Our Commitment**

We commit to:

#### **B – Be Professional**

- Maintain civility, professionalism, and respect in all interactions.
- Set clear expectations for professional conduct and safety on every jobsite.

#### **U – Understand Others**

- Proactively prevent bullying and disrespectful behavior.
- Foster a culture where differences are respected and concerns are taken seriously.

#### **I – Include Everyone**

- Maintain zero tolerance for harassment of any kind.
- Promote an inclusive workplace where every worker feels valued and able to contribute.

#### **L – Lead by Example**

- Ensure supervisors and leaders model respectful behavior at all times.
- Address concerns promptly, fairly, and without retaliation.

#### **D – Do the Right Thing**

- Encourage employees to speak up and take action when disrespect, harassment, or unsafe behavior is observed.
- Protect those who report concerns and act responsibly as an employer and industry leader.

### **Organizational Responsibility**

We commit to communicating this pledge to all employees, incorporating BUILD with Respect principles into toolbox talks and training, and holding ourselves accountable for maintaining a respectful jobsite culture.

**Company Name:** \_\_\_\_\_

**Authorized Representative:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_