



Human Rights Policy Statement

Introduction

Western Construction Specialists, Inc. is committed to upholding and promoting internationally recognized human rights principles throughout our operations, supply chain, and community engagements. We recognize our responsibility to respect and protect human rights as outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Core Conventions.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders associated with Western Construction Specialists, Inc.

Commitments

1. **Respect for Human Rights:**
 - We strictly prohibit child labor, forced labor, and human trafficking.
 - We ensure freedom of association and the right to collective bargaining.
2. **Non-Discrimination and Inclusion:**
 - We are committed to fostering a diverse and inclusive workplace, free from harassment or discrimination.
 - We uphold equality for all, regardless of race, gender, age, religion, disability, or other protected characteristics.
3. **Health and Safety:**
 - We provide a safe and healthy work environment by implementing rigorous safety protocols and regular training.
 - We ensure our operations actively mitigate risks to employees and contractors.
4. **Environmental Responsibility:**
 - We minimize our environmental impact by adhering to sustainability practices, reducing waste, and protecting natural resources.
 - We respect indigenous lands, cultural sites, and local communities affected by our operations.
5. **Stakeholder Engagement:**

- We engage transparently with stakeholders, including employees, suppliers, and communities, to address concerns and align with best practices.
 - We respect the rights and dignity of vulnerable populations and indigenous peoples.
6. **Supply Chain Accountability:**
- We require all suppliers to adhere to our Supplier Code of Conduct, which includes commitments to labor rights, environmental stewardship, and ethical business practices.

Implementation and Monitoring

To ensure compliance with this policy, Western Construction Specialists has established:

- **Training Programs:** Regular training to educate employees, contractors, and suppliers about their responsibilities regarding human rights.
- **Risk Assessments:** Periodic assessments to identify and address potential human rights risks in our operations and supply chain.
- **Reporting Mechanisms:** Confidential channels for employees and stakeholders to report human rights concerns without fear of retaliation.
- **Continuous Improvement:** Ongoing review and enhancement of policies and practices to adapt to evolving human rights standards.

Accountability

The leadership team at Western Construction Specialists, Inc. is responsible for ensuring this policy is effectively communicated, implemented, and upheld across all levels of the organization.

Conclusion

Western Construction Specialists, Inc. is unwavering in its commitment to respect and protect human rights. By adhering to this policy, we aim to create a business environment that prioritizes dignity, fairness, and sustainability for all.