



Western Construction Specialists Working Hours Compliance Policy

Specific Practices

1. **Compliance with International Standards:**
 - WCS adheres to **ILO Convention 1** on working hours and **ILO Convention 14** on rest periods, ensuring that all employees and contractors work within the legally defined limits for working hours.
 - We comply with local labor laws, such as California's wage and hour laws, which include mandatory rest breaks and meal periods.
2. **Commitment to Worker Well-Being:**
 - Regular and adequate breaks are required during shifts, and overtime is strictly voluntary and compensated in accordance with applicable laws and regulations.
 - We monitor working hours to prevent fatigue and ensure employees have sufficient rest between shifts.
3. **Assessment of Work Allocation:**
 - Before allocating work or setting targets, WCS assesses whether workers can meet these expectations without exceeding maximum working hours or compromising their well-being.
 - Operational plans and project deadlines are reviewed to align workload demands with our commitments to fair working conditions.
4. **Internal Monitoring:**
 - Supervisors and management teams are responsible for ensuring compliance with working hour regulations and maintaining records of employee hours, breaks, and rest periods.
 - Periodic reviews of schedules and work allocations are conducted to verify adherence to established standards.
5. **Training and Awareness:**
 - Employees and managers are trained on labor standards, including the importance of respecting working hours, breaks, and rest periods.
 - Suppliers and subcontractors are required to align with WCS's commitments through our Supplier Code of Conduct.

Internal Accountability

WCS integrates these practices into its day-to-day operations and ensures compliance through active oversight and clear communication with employees and suppliers.

Let me know if additional edits are needed!