



HEDRICK BROTHERS
C O N S T R U C T I O N

SOCIAL CONTRACT

We, the employees of Hedrick Brothers Construction Company, commit to creating and maintaining an atmosphere of trust and encouragement, ensuring healthy relationships, and continuing to build a high-performance company.

We shall:

- Respect one another, treating each other professionally and with integrity.
- Communicate openly and honestly with each other.
- Listen to each other's concerns and ideas with attentiveness and discernment.
- Honor the confidences of others.
- Strive for excellence by consistently giving our personal best to each other and our customers.
- Be accountable for our actions.
- Foster a fun and friendly workplace.

In accordance with these principles, we shall immediately address any personal disagreements directly, maturely and discreetly, and shall apologize if necessary. We shall focus on the relevant issues, making every effort to reach a mutually agreeable solution. If we cannot settle our disagreements, we shall involve a mutually agreed upon mediator, and respect the mediator's solution.

We pledge our support for this Social Contract, and commit our personal efforts to uphold it in our daily interactions.