



PROFESSIONAL CONSTRUCTORS

EMPLOYEE SOCIAL COMMITTEE POLICY

Purpose:

The Social Committee of Acres shall exist to foster positive intra-company interactions, promote an inclusive and welcoming working atmosphere, and strong connections amongst and between all staff members.

Scope:

As a place of work, Acres prides itself on establishing a healthy work-life balance for its employees, and the Social Committee will play a meaningful role in ensuring that this is the case.

Policy:

The Acres Social Committee shall operate under the following principles:

- creating an inclusive and welcoming atmosphere;
- establishing positive workplace dynamics between and amongst leadership and staff;
- model sensitivity and deep understanding of cultural, gender, sexual, ethnic, racial, religious, capability, and any other differences;
- develop programs and activities to promote inclusion, open communication, celebration, etc.
- demonstrate a strong effort to create events in which all can freely participate; and
- support a belief that the goal of establishing a positive, enjoyable workplace dynamic is a desirable one for the proper functioning of Acres so that we can best achieve our goals.

Composition:

The Social Committee shall be composed of at least four individuals with at least one individual shall be drawn from the following groups:

- Executive/Leadership
- Head/Main Office
- Field

With Executive / Leadership approval, any employee demonstrating a strong interest and commitment can join.

Membership is on a voluntary basis and it is expected that efforts towards the committee's initiatives will be outside of business hours and responsibilities.