

EQUAL EMPLOYMENT OPPORTUNITY & ANTI-HARASSMENT POLICY

STRAVIK Construction Group · Controlled Document

Document No.	Revision	Effective Date	Document Owner	Status
STV-HRM-POL-006	00 (Initial Issue)	2026-10-24	President	Issued for review / pending approval

Management system alignment: This document is aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements as applicable. STRAVIK Construction Group does not claim third-party certification to these standards. Florida Certified General Contractor License No. **[FL LICENSE NO.]**.

REVISION HISTORY

Rev.	Date	Description of Change	Prepared By	Approved By
00	2026-10-24	Initial issue for STRAVIK Construction Group	[PREPARED BY]	Michael Gaya, President

1. POLICY STATEMENT

STRAVIK Construction Group provides equal employment opportunity to all employees and applicants and prohibits discrimination and harassment based on race, color, religion, sex (including pregnancy, sexual orientation and gender identity), national origin, age, disability, genetic information, veteran status, or any other characteristic protected by federal, state, territorial or local law.

2. REFERENCES

- Title VII of the Civil Rights Act of 1964; ADA; ADEA; GINA; Equal Pay Act
- Executive Order 11246 and 41 CFR 60-4 (federally assisted construction contracts), where applicable
- Florida Civil Rights Act (Chapter 760, Florida Statutes)

3. SCOPE

Applies to recruitment, hiring, placement, training, compensation, promotion, discipline, termination and all other terms and conditions of employment, and to conduct by employees, supervisors, subcontractors, clients, vendors and visitors.

4. PROHIBITED HARASSMENT

- Unwelcome conduct based on a protected characteristic that is severe or pervasive enough to create a hostile work environment, or where submission is made a condition of employment.

- Examples: slurs, jokes, graffiti, display of offensive materials, unwanted touching, sexual advances, threats.
- Retaliation against anyone who reports in good faith or participates in an investigation is prohibited.

5. REPORTING

Report concerns to your supervisor, the HR representative ([HR CONTACT]) or the President, Michael Gaya, at 954-235-3229 or info@stravikgroup.com. Reports may also be made through [ETHICS HOTLINE]. Supervisors who receive a report must escalate it immediately.

6. INVESTIGATION & CORRECTIVE ACTION

Reports are investigated promptly, impartially and as confidentially as possible. Substantiated violations result in corrective action up to and including termination, or removal of subcontractor personnel from STRAVIK sites.

7. JOBSITE REQUIREMENTS

- EEO and labor law posters displayed at the office and each jobsite.
- Gender-appropriate sanitation facilities provided.
- Subcontractor agreements include EEO compliance requirements.

DOCUMENT CONTROL

- Controlled under the Records Management & Document Control Policy (STV-GOV-POL-011) and the Document Control Procedure (STV-GOV-PRO-015).
- Reviewed at least annually, or after an incident, audit finding, regulatory change or significant change in operations.
- Records generated under this document are retained per the retention schedule in STV-GOV-POL-011.

APPROVAL

Role	Name	Title	Signature	Date
Prepared By	[PREPARED BY]	[TITLE]		
Reviewed By	[QUALITY / HSE MANAGER]	[TITLE]		
Approved By	Michael Gaya	President		

This document is reviewed at least annually, or upon significant organizational, legal or operational change, and re-issued under document control per STV-GOV-POL-011.