
Code of Conduct

Consolidus, LLC

Authored by: Jeffrey Scott Jones

Code of Conduct

OVERVIEW

We take great measures to ensure that our corporate responsibilities are carried out above and beyond industry standards. Our sustainability, diversity, and green initiatives are implemented throughout our core areas of our business, and through our strategic partnerships.

POLICY

It shall be the policy of Consolidus to abide by this code of conduct in all manners of business.

WAGES AND BENEFITS

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. It is our commitment to pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract.

WORKING HOURS

Consolidus does not require workers to work more than the regular and overtime hours allowed by the law. The regular work week shall not exceed 48 hours. Consolidus will always allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Consolidus shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

OVERTIME COMPENSATION

In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required.

CHILD LABOR

Consolidus shall not employ any person at an age younger than 15 or the age for completing compulsory education, whichever is higher.

FORCED LABOR

There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.

HEALTH, SAFETY AND ENVIRONMENT

Consolidus shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of facilities. Consolidus shall adopt responsible measures to mitigate impacts that the workplace has on the environment.

NONDISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

HARASSMENT OR ABUSE

Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Licensees will not use or tolerate any form of corporal punishment.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Consolidus recognizes and respects the right of employees to freedom of association and collective bargaining.

WOMEN'S RIGHTS

Women workers will receive equal remuneration, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions as male workers. Pregnancy tests will never be a condition of employment, nor will they be demanded of employees. Workers who take maternity leave will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment after such leave at the same rate of pay and benefits. Workers will not be forced or pressured to use contraception. All appropriate services and accommodations will be provided to women workers in connection with pregnancy

EMPLOYMENT RELATIONSHIP

Consolidus adopts and adheres to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

CONSOLIDUS CONTACT INFORMATION

Jeffrey Jones

Founder & CEO

Phone: 330.319.7200

Email: jeffrey.jones@consolidus.com