

Professionals

The aim of the 'Skilled Workers' pillar is to ensure a safe, healthy and pleasant working environment.

A Conscious Builder is committed to a construction site where teamwork, communication and respect for each other are the norm, with an emphasis on training and compliance with safety regulations. By embracing these rules of conduct, we strive for a culture in which everyone feels valued, included and safe.



Measures on and around the construction site		
Rules of Conduct (S = standard/AS = above the standard)		Explanatory note to the rule of conduct*
All construction site workers have been instructed and informed about all applicable regulations.	S	This includes rules of conduct, safety regulations and other applicable company rules, as well as location-related or project-related agreements.
Construction site workers are immediately held to account when showing unsafe or undesirable behaviour. A sanctions policy applies.	S	
No unsafe situations must be created on and around the construction site as a result of actions of the construction site workers.	S	This also applies to everyone else present on the construction site, including suppliers, subcontractors and utility companies.
Construction site workers must be dressed appropriately and wear the correct PPE.	S	
An apprentice trainer and/or supervisor must be present on the construction site who can supervise the trainees and SROI site workers.	S	
A Conscious Builder makes additional provisions for specific target groups and any cultural differences.	AS	This includes, for example, the use of pictograms instead of text-based signs, setting up prayer rooms and adapting safety instructions to language and cultural differences.
Construction site workers are engaged in teaching or practical training.	AS	Site workers guide students and provide practical lessons on site, so that they can share their knowledge and students can learn from realistic construction site situations.

* The examples are for illustrative purposes only and not intended as normative criteria.

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Awareness & communication		
Rules of Conduct (S = standard/AS = above the standard)		Explanatory note to the rule of conduct*
Rules of conduct and safety rules have been drawn up for the construction site and these are clearly communicated.	S	The rules of conduct and safety rules are laid down in an accessible document and are communicated via posters and signs on the construction site and in training courses.
The construction site manager is informed about (specific) health and safety risks and communicates these effectively to the construction site workers.	S	
A Conscious Builder shows clear commitment to the health, safety, well-being and sustainable employability of its site workers.	S	This includes investing in safe working conditions, ergonomic facilities, regular health checks and training, so that site workers remain healthy, feel valued and remain employable in their respective disciplines in the long term.
Site workers hold each other to account for their behaviour and risks.	S	Examples include the use of accessible tools and/or organising training or toolboxes to increase awareness.
Construction site workers treat their local area and each other in a friendly and respectful manner.	S	Site workers are polite and helpful towards local residents and colleagues, take complaints and questions seriously and promote collaboration and mutual respect.
The company emergency response on the construction site is organised well	S	Trained company emergency responders (CER officers) are present, the construction site is equipped with first aid and fire extinguishing materials and agreements have been entered into with the local out-of-hours GP surgery.
A Conscious Builder contributes to encouraging young people to opt for a career in engineering.	AS	The construction company offers young people the opportunity to explore the engineering sector through open days, school visits, workshops and internships.
A Conscious Builder offers the opportunity for traineeships and/or work placements.	AS	The company has entered into concrete collaboration agreements with local services and/or training institutions.
A Conscious Builder offers courses and training to keep its site workers qualified and to further develop their skills.	AS	

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