

Corporate Stewardship 2024

Truebeck has a corporate responsibility to be good stewards. We have a central role in caring for our team members, stakeholders, communities, and the earth. Our responsibility requires transformative action – outlined below are the social, environmental, and governance actions that we either have taken, will continue to support this year, or plan to execute this year. This list will be updated continuously throughout the year. If you have any questions, please contact Tiffany Avila, VP of Marketing & Communications, and Corporate Stewardship Lead.

Action	Category
<input checked="" type="checkbox"/> Partner with AGC Culture of Care	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Donation to Cal Poly CM Department for Technology	Social
<input checked="" type="checkbox"/> Sponsor of Cal Poly Girls Build Summer Academy	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Sponsor of Donor Network West Foundation	Social
<input checked="" type="checkbox"/> Corporate Partner for National Breast Cancer Foundation	Social
<input checked="" type="checkbox"/> Volunteer for AdoptOneBlock	Environmental
<input checked="" type="checkbox"/> Volunteer for Friends of the Children Event	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Volunteer for Architects in Schools (Arch. Of Oregon)	Social
<input checked="" type="checkbox"/> Updated Ethics Policy	Governance
<input checked="" type="checkbox"/> Awarded Best Places to Work 2024	Social + Governance
<input checked="" type="checkbox"/> SUHSD Mock Interviewers for Students	Social
<input checked="" type="checkbox"/> Blend PTO Cash-out Program	Social + Governance
<input checked="" type="checkbox"/> Prefabrication Design-Build Approach at UCSC	Environmental
<input checked="" type="checkbox"/> Participation in National Construction Safety Week	Social + Governance
<input checked="" type="checkbox"/> Donation to Marshall Foundation for Community Health	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> PMA Sponsorship w/ Donation to Multiple Sclerosis Society	Social + Diversity, Inclusion and Belonging

Action	Category
☒ Donation to Cathedral School's Scholarship Program	Social + Diversity, Inclusion and Belonging
☒ Portland Workforce Alliance Careers Expo	Social + Diversity, Inclusion and Belonging
☒ SUHSD Career Path Guest Speakers	Social + Diversity, Inclusion and Belonging
☒ Annual Bonuses	Governance
☒ Building Ronald McDonald House Playground	Social
☒ SUHSD Job Shadow Day	Social
☒ Quarterly Beach Clean-up (Pacific Beach Coalition)	Environmental
☒ Quarterly Blood Drive with Stanford Blood Center	Social
☒ Donation to Ever Forward Club Workshop	Social + Diversity, Inclusion and Belonging
☒ Provide BetterHelp Benefit	Social
☒ Top Corporate Philanthropist Award	Social + Governance
☒ CEA President's Safety Award	Social + Governance
☒ CEA Safety Excellence Award	Social + Governance
☒ Ranked Top 5 GC in Bay Area (2024)	Governance
☒ Multiple Mass Timber Projects	Environmental
☒ Sponsor of National Assoc. of Women in Construction	Social + Diversity, Inclusion and Belonging
☒ Truebeck Offices Designed LEED Platinum	Environmental
☒ Quarterly Volunteer Day w/ River City Food Bank	Social + Diversity, Inclusion and Belonging
☒ Quarterly Volunteer Day w/ Oregon Food Bank	Social + Diversity, Inclusion and Belonging
☒ All Gender Restrooms in San Mateo/SF/Portland	Social + Diversity, Inclusion and Belonging
☒ Sponsor 2024 Mass Timber Conference	Environmental
☒ KASK Safety Helmets	Social + Governance
☒ Siteline Business	Governance

Action	Category
<input checked="" type="checkbox"/> Continue: Hiring Interns Across the Company	Social
<input checked="" type="checkbox"/> Continue: Sponsor High School Student at Eastside Prep	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Monthly Volunteer Day w/ Second Harvest Food Bank	Social
<input checked="" type="checkbox"/> Continue: Women in Construction Mentorship Program	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: WiOps (ERG) Program	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Truebeck+ (ERG) Program	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Intersecting Identities (ERG) Program	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Mentorship Program with SUHSD	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Sponsor of National Assoc. of Minority Contractors	Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Sponsor of Oregon Assoc. of Minority Entrepreneurs	Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: ThrivePass Benefit	Social
<input checked="" type="checkbox"/> Continue: Electric Vehicles	Environmental
<input checked="" type="checkbox"/> Continue: Building Affordable Housing Projects	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Truebeck Foundation 501(c) Donations	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Earned Safety Voluntary Protection Program (VPP)	Social
<input checked="" type="checkbox"/> Continue: Team for Tomorrow Volunteer Program	Social
<input checked="" type="checkbox"/> Continue: Size-Inclusive Apparel Vendors	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Diversity on Executive Management Committee	Governance + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Diversity on Leadership Team	Governance + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Diversity, Inclusion and Belonging Feedback Form	Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Mental Health Awareness Campaign (Posters)	Social
<input checked="" type="checkbox"/> Continue: LinkedIn Learning Training	Social
<input checked="" type="checkbox"/> Continue: Team Member Spotlights on the Blog	Social

Action	Category
<input checked="" type="checkbox"/> Continue: Truebeck Sponsored Sports Teams	Social
<input checked="" type="checkbox"/> Continue: Extended Onboarding Program	Social
<input checked="" type="checkbox"/> Continue: Companywide ME Presentations	Social + Diversity, Inclusion and Belonging
<input checked="" type="checkbox"/> Continue: Sponsor El Camino Foundation	Social
<input checked="" type="checkbox"/> Continue: Office Recycling	Environmental
<input checked="" type="checkbox"/> Continue: Truebeck Provided Drinks and Snacks	Social
<input checked="" type="checkbox"/> Continue: Single Sign-on Identity Management	Governance
<input checked="" type="checkbox"/> Continue: Cybersecurity Program	Governance
<input checked="" type="checkbox"/> Continue: Vacation/SAB Cash-out Program	Social + Governance
<input checked="" type="checkbox"/> Continue: EAP Program	Social + Governance
<input checked="" type="checkbox"/> Continue: Team Member Anniversary Gifts (5/10/15 yr)	Social
<input checked="" type="checkbox"/> Continue: Team Member Paid Vacations (10/15 yr)	Social
<input checked="" type="checkbox"/> Continue: Bottleless Water Dispenser (San Mateo)	Environmental
<input checked="" type="checkbox"/> Continue: Team Member Satisfaction Surveys	Social
<input type="checkbox"/> Planned: DIB Certificate Program	Social + Diversity, Inclusion and Belonging
<input type="checkbox"/> Planned: Metal Business Cards	Environmental
<input type="checkbox"/> Planned: Diverse Trade Partner Workshop	Social + Governance
<input type="checkbox"/> Planned: New Truebeck Website Launching Q2 2024	Governance
<input type="checkbox"/> Planned: Volunteer for Rebuilding Together (Fall 2024)	Social

Environmental Categories:

- Waste Management
- Energy Efficiency
- Responsibly Sourced Materials
- Construction Methods

- Air and Water Pollution
- Carbon Emissions

Social Categories:

- Health and Wellbeing
- Employee Engagement
- Gender and Diversity
- Inclusion and Belonging
- Community Involvement
- Client Satisfaction
- Data Protection and Privacy
- Safety Practices
- Accessibility
- Training and Education

Governance Categories:

- Financial Stability
- Brand Management
- Procurement and Supply Chain
- Stakeholder Engagement
- Innovation Management
- Fleet Management
- Ethics
- Transparency
- Accountability
- Board Composition
- Risk Management