

Remote Work & Flexibility Policy

Ever Stone Building Contracting LLC

Ever Stone Building Contracting LLC recognizes the evolving nature of work and supports flexible working arrangements, including remote work, where operationally feasible and aligned with project requirements.

Remote work eligibility is determined by role, performance, and client/project needs. Employees interested in flexible arrangements submit formal requests for management review. Approval is granted based on business continuity, communication capabilities, and security considerations.

Employees working remotely must maintain productivity, availability during agreed hours, and adherence to company policies, including data security and confidentiality. Regular check-ins and performance evaluations ensure alignment with objectives.

Equipment and IT support may be provided to facilitate effective remote work. Training is offered to support time management, communication, and cybersecurity awareness.

Ever Stone promotes a results-oriented culture, emphasizing trust and accountability rather than physical presence. However, certain roles or periods may require onsite presence due to safety, client interaction, or regulatory requirements.

Flexible work arrangements are reviewed periodically to balance employee wellbeing with business needs, ensuring sustainable and effective operations.