



Business Standards & Expectations

Overview

At Stello8, we are committed to creating a professional, safe, and reliable marketplace experience for both businesses and workers. To maintain the quality, trust, and integrity of the platform, all businesses using Stello8 must follow the standards below.



Safe & Professional Work Environment

Businesses are responsible for maintaining a safe, respectful, and professional workplace for all workers using the platform.

Businesses must:

- Follow all applicable workplace health and safety regulations.
- Maintain clean, safe, and organized working conditions.
- Provide any required personal protective equipment (PPE) when applicable.
- Inform workers of any workplace hazards or special conditions before the shift begins.
- Provide appropriate supervision, training, or support when required.

Unsafe, abusive, or inappropriate working conditions are strictly prohibited.



Respectful Treatment of Workers

Businesses must treat all workers with professionalism, fairness, and respect regardless of:

- Gender
- Race or ethnicity
- Religion
- Age
- Disability
- Sexual orientation
- National origin
- Skill level or certification

Discrimination, harassment, intimidation, retaliation, or abusive behavior toward workers will not be tolerated.

Businesses are expected to foster a respectful and collaborative workplace for everyone.



Accurate Shift Information

Businesses are responsible for ensuring all shift postings are complete and accurate.

Shift details should clearly include:

- Job title and responsibilities
- Shift dates and times
- Work location
- Compensation
- Dress code or required attire
- Break and meal policies
- Required certifications, licenses, or experience
- Workplace instructions when applicable

Businesses may not intentionally misrepresent:

- Pay rates
- Job duties
- Workplace conditions
- Required qualifications
- Shift duration
- Physical demands of the role

Providing false or misleading information may result in account review or suspension.



Payments, Approvals & Time Reviews

Businesses are expected to review completed shifts fairly and promptly.

After each completed shift, businesses may:

- Approve completed hours.
- Request reasonable adjustments for verified late arrivals or early departures.

- Report concerns through the platform when necessary.

Businesses may not:

- Withhold payment without valid reason.
- Request unpaid work.
- Encourage workers to accept off-platform payments.

Payments and approved adjustments must be completed through the Platform.

Privacy & Confidentiality

Businesses must protect confidential information obtained through the Platform.

This includes:

- Worker information
- Customer information
- Business information
- Company records
- Proprietary information

Businesses may not misuse, disclose, or improperly share confidential information.

Ratings, Reviews & Accountability

Businesses are subject to ratings and reviews based on:

- Professionalism
- Communication
- Workplace conditions
- Shift accuracy
- Timely approvals
- Overall worker experience

Repeated policy violations, unsafe workplaces, misleading postings, or abusive conduct may result in:

 Account warnings

👉 Temporary suspension

👉 Permanent removal from the Platform

Prohibited Conduct

Businesses may not:

- Request off-platform payments.
 - Encourage workers to bypass the Platform.
 - Post false or misleading job opportunities.
 - Discriminate against workers.
 - Harass or intimidate workers.
 - Require workers to perform duties significantly different from the posted role without prior agreement.
 - Use the Platform for unlawful or fraudulent activities.
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Compliance & Independent Marketplace Notice

Stello8 operates as a technology marketplace connecting businesses with independent workers.

Businesses remain solely responsible for complying with all applicable:

- Employment laws
- Workplace health and safety regulations
- Human rights legislation
- Tax obligations
- Industry-specific licensing requirements

Use of the Platform does not transfer operational, legal, or regulatory responsibilities to Stello8.

Acknowledgement

By using Stello8, businesses acknowledge and agree to follow these Business Standards & Expectations to help maintain a safe, transparent, professional, and trusted workforce marketplace for everyone.