
1.2 WORKPLACE VIOLENCE & HARASSMENT POLICY STATEMENT

South Central is committed to the safety and security of our workers while at work. Management recognizes that it is the right of all employees of South Central to work in a violence and harassment free environment. It is the policy of this company to ensure that all reasonable steps are taken to prevent incidents resulting from acts of workplace violence and harassment.

South Central has implemented standards of care designed at promoting violence and harassment awareness, specifically acknowledging the impact of such behaviour in the workplace and the effects to victims of violence and harassment. The purpose of this policy is to ensure that:

- Individuals understand the definitions of Workplace Violence and Harassment;
- Individuals understand the effects of Workplace Violence and Harassment;
- Individuals understand their rights to report any act of Workplace Violence and Harassment;
- Individuals understand the consequences for contravening this policy.

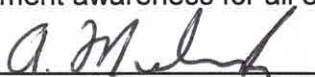
In addition, this policy will provide the provisions for a specific program;

- **Assessing** the workplace for actual and potential risks associated with Workplace Violence and Harassment;
- **Establishing** written measures and procedures designed to reduce and control the risk of Workplace Violence and Harassment.
- **Provide** information to individuals indicating measures and procedures for reporting and investigating incidents regarding Workplace Violence or Harassment.
- **Provide** assistance to workers who have been victimized by acts of Violence or Harassment in the Workplace.
- **Provide** a system for responding to acts of Violence or Harassment in the Workplace.

Our company has implemented procedures that are to be followed in the event an incident involving workplace violence or harassment is reported or discovered. These procedures will ensure that the circumstances are promptly investigated and resolved in a timely manner.

Workplace violence or harassment will not be tolerated by any persons employed in our workplace(s). This policy also applies to contractors, subcontractors, visitors, agents or other persons otherwise performing services for our company. Managers, supervisors, workers, contractors, subcontractors, visitors and/or other agents are accountable to the company owner for compliance of this policy. This policy will be reviewed on an annual basis by management, and changes will be implemented as required.

In addition to my commitment to health and safety, I am committed to the prevention and control of violence and harassment in the workplace, as well as the promotion of violence and harassment awareness for all employees of South Central.

A handwritten signature in black ink, appearing to read 'A. Melnyk', is written over a horizontal line.

Andy Melnyk
Senior Director
January 2019