

Workplace Anti-Violence, Harassment, and Sexual Harassment Policy (Bills 168 & 132)

The management of Terlin Construction Ltd. is committed to the prevention of workplace violence and harassment and is ultimately responsible for the workers' health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence and harassment from all sources.

Workplace violence is defined as:

- "The exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to a worker"
- "An attempt to exercise physical force against a worker in a workplace that could cause physical injury to a worker"
- "A statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker"

Workplace harassment and sexual harassment are defined as a course of vexatious comment or conduct against a worker in a workplace:

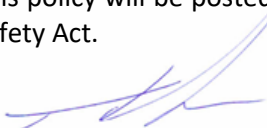
- "that is known or ought reasonably to be known to be unwelcome"
- "because of sex, sexual orientation, gender identity, or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant, or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome"

Violent or harassing behavior in the workplace is unacceptable from anyone. This policy applies to all employees including our office and site workers, millwork staff, customers, clients, trades, supervisors, and strangers. There are Terlin workplace violence and harassment programs that implement this policy. They include measures and procedures to protect workers from workplace violence / harassment, a means of summoning immediate assistance, and a process for workers to report incidents or raise concerns.

Terlin Construction Ltd., as the employer, will ensure that these policies, and the supporting programs, are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace. Supervisors will adhere to these policies and the supporting programs. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

Every worker must work in compliance with this policy and the supporting programs. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats. If you witness or are involved in a workplace violence or harassment incident, you must immediately contact one or more of the following people and your immediate supervisor.

This policy will be posted in the workplace and will be reviewed annually in accordance with the Occupational Health & Safety Act.

A handwritten signature in blue ink, appearing to read "Terry McLaughlin", is written over a horizontal line.

Terry McLaughlin, President

January 3, 2024
Date