

# Statement of Commitment Against Violence and Harassment in the Workplace

ABC Technologies is committed to working with its employees to provide an equitable workplace environment that treats its employees and business partners with respect, fairness, and dignity. Workplace violence and harassment will not be tolerated. It applies equally to all employees while on any of the Company's premises and while conducting work-related activities at any other location including restaurants, hotels, or offsite meetings. To the extent possible, this commitment addresses workplace violence and harassment from all sources, including members of management, employees, clients or customers, and the public. As an organization, we respect and uphold the requirements set forth under legislation.

We recognize the important responsibility to protect our employees by ensuring a safe, healthy, and welcoming environment for everyone. We are committed to ensuring our organization's compliance with legislation by incorporating policies, a program, communication, education, and training for employees. We will evaluate the effectiveness of the Discrimination, Violence and Harassment policy and program on a regular basis. Our commitment to taking the appropriate steps towards making amendments when and where required allows for the achievement of continuous improvement. Our organization's successes will be acknowledged and communicated via multiple sources to all employees. We are committed to reviewing and incorporating the following information with our employees:

- Current relevant provincial, state, and / or federal legislation.
- Definition of workplace violence and harassment
- Procedures to conduct a workplace violence risk assessment and reassessment to ensure continued protection of workers. Identify controls.
- Procedures to ensure protection of domestic violence in the workplace
- Program assessment in compliance to legislation
- Responsibilities for the Employer, Supervisor, Employees, JHSC, Health & Safety Rep
- Education and training on the content of the policy and procedures to employees, suppliers, contractors
- ABC Technologies' relevant policies and procedure regarding Violence and Harassment reporting and investigation procedures.
- Training procedures and frequency.

ABC Technologies realizes that providing a safe and healthy environment for everyone is a shared effort. As a community, all stakeholders and services must work together to maintain respect, fairness, and dignity.

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**Mark Decker**  
CHRO

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President & CEO