



Workplace Violence and Harassment Policy Statement

The management of Weinmann Limited, is committed to providing a work environment in which all individuals are treated with respect and dignity. The prevention of workplace violence & harassment and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to workers, contractors, consultants, visitors, and clients. Everyone is expected to uphold this policy and to work together to prevent workplace violence. There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns.

The management of Weinmann Limited, will not tolerate any Workplace harassment from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors, and workers are expected to uphold this policy, and will be held accountable by the employer. Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome.

Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, but it does not have to. This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace. Workers are encouraged to report any incidents of workplace violence & harassment. This policy prohibits reprisals against employees, acting in good faith, who report incidents of violence, harassment, or discrimination.

Management will investigate and deal with all concerns, complaints, or incidents of workplace violence & harassment in a fair and timely manner while respecting workers' privacy as much as possible. The Workplace Violence & Harassment Policy should be consulted whenever there are concerns about violence or harassment in the workplace.

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Dan Toppazzini
President