

1.8. Violence and Harassment Policy Statement

Corebuild Construction Company Limited is committed to preventing Violence and Harassment including Workplace Sexual Harassment in the workplace and providing a work environment in which all individuals are treated with dignity and respect. Any act of Violence or Harassment committed by or against any individual in our workplace shall not be tolerated. Corebuild recognizes the right of workers to work in a Violence and Harassment free work environment.

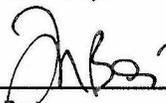
Workplace Violence is any act in which a person is abused, threatened, intimidated or assaulted in his or her place of employment. Workplace Violence includes threatening behavior, verbal or written threats, harassment, verbal abuse, and physical attacks.

Workplace Harassment including sexual harassment means any inappropriate conduct, comment, display, action or gesture by a person: (i) that either: (A) is based on race, creed, religion, colour, sex, sexual orientation, gender identity or gender expression, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; or (B) adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and (ii) that constitutes a threat to the health or safety of the worker. This also includes 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. Harassment may also relate to a form of discrimination as set out in the *Ontario Human Rights Code*.

Every manager, supervisor, worker and visitor to our workplace must conduct themselves in compliance with this Violence and Harassment Policy. Everyone in the workplace must be dedicated to preventing Violence and Harassment including Sexual Harassment and will be held accountable by Corebuild Construction Company Limited.

Supervisors shall enforce this policy, associated program and further investigate all complaints. Supervisors shall be responsible for ensuring that procedures are followed by the workers and they have the information they need to protect themselves. Respondent and complainant will be notified individually of all the findings and corrective actions set in place, following the investigations. All workers are encouraged to raise any concerns about workplace violence and harassment and to report any violations. If the employer or supervisor is the alleged harasser it should be reported to Ministry of Labour. For the purposes of this policy, Harassment in the Workplace includes personal and sexual harassment.

Corebuild Construction Company Limited is committed to investigating Workplace Violence and Harassment complaints in a timely and confidential manner. This policy and procedure will be reviewed by senior management at least annually.



Maria Bot
Vice President

JANUARY 9/20

Date