

Policy on Preventing Violence and Harassment in the Workplace

BluMetric Environmental Inc. is committed to providing a safe and healthy workplace, and to the prevention of violence, harassment, and abuse towards all employees from customers, clients, other employers, supervisors, workers and members of the public. We place a high value on creating a positive working environment in which all individuals are treated with respect and dignity. We are committed to taking all reasonable measures to protect and support our employees while they are at work, and to meet or exceed our legal obligations regarding workplace violence and harassment.

Workplace harassment means engaging in 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 or workplace sexual harassment. **Workplace sexual harassment** means:

- a) Engaging in a course of vexatious comment or conduct against a worker in a workplace 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
- b) 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.

Reasonable action taken by a BluMetric manager or supervisor or team leader relating to the management and direction of workers, or the workplace is not workplace harassment.

Individuals subjected to threats or acts of violence or harassment are encouraged to report all such incidents immediately to their BluMetric Manager, Team Leader and/or Human Resources. If an individual requires further assistance, they may confidentially contact BluMetric Employee Assistance Program (EAP), or the Human Rights Legal Support Centre.

BluMetric will investigate and deal with all complaints or incidents of workplace harassment in a timely manner. Information pertaining to a complaint or incident will not be disclosed except to the extent that is necessary to protect worker(s), to investigate the complaint or incident, to take corrective action, or as otherwise required by law.

This policy prohibits reprisals against any individual who, in good faith, has reported a workplace violence or harassment incident, or who has participated in a workplace harassment investigation.

Contact Human Resources or the Employee Assistance Program for additional resources on how to address workplace violence and harassment. Procedures are outlined in B-OHS-019 Preventing of Violence and Harassment in the Workplace Program on BluNet.

A handwritten signature in black ink, appearing to read "Scott MacFabe".

Scott MacFabe
CEO

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