

Workplace Violence Policy

HSEQ-POL002
Rev. 20240101

Employees and all those visiting our workplaces deserve to be treated with civility and respect.

Dexterra Group recognizes the potential risk of injury from workplace violence exists within our workplaces and employees have the right to work in an environment that is free from violence. Our people leaders are committed to providing a workplace free from violence, this includes sexual violence. Reasonable measures will be undertaken to assess the hazards and risks associated with workplace violence and implement the appropriate controls to reduce or eliminate the risk of violence in our workplaces.

This policy promotes a healthy and safe environment for Dexterra Group's employees, subcontractors, visitors, guests, and the customers we work for. This includes promoting our "Don't Walk By, Take Action Now" approach to pro-actively identify and manage associated hazards and risks. Dexterra will respond to, and investigate, all reports of workplace violence. Workplace Violence is not permitted, and offenders will be subject to appropriate performance coaching and corrective action.

Workplace violence is defined as any act that includes but is not limited to:

- Physical acts (e.g., hitting, shoving, pushing, kicking, sexual assault),
- Any threat, behavior or action which is interpreted to carry the potential to harm or endanger the physical or psychological safety of others,
- Any threats, threatening behavior or other acts of violence executed on or off property but directed at employees or other persons in the workplace.
- Any act of aggression resulting in damage to property,
- Oral & written statements, including digital statements of violence, sexual violence, gestures, or expressions that communicate a direct or indirect threat of harm.

Sexual Violence and Sexual Assault

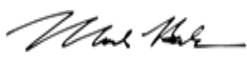
Sexual assault and sexual violence include any sexual act committed without a person's consent. The act does not have to be physical to be violent.

Examples of sexual violence include but is not limited to:

- Attempted or actual rape or sexual assault,
- Unwanted touching,
- Sexual exploitation and watching someone in a private act without them knowing,
- Any threatening statement or behavior of a sexual nature towards an employee gives the employee reasonable cause to believe they are at risk of injury or harm.

Employees are encouraged to report all threatening or violent behaviours and actions to management, whether they are the recipient or witness.

This policy has immediate effect and replaces all previous versions. This policy will be documented, reviewed, posted annually, and amended as necessary. Refer to HSEQ-P108_Workplace_Violence for more information.



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