

Harassment in the Workplace

It is the Policy of the Company to foster mutual respect and to prohibit any form of unlawful harassment, based on race, colour, sex, religion, national origin, citizenship status, age or physical or mental disability (or veteran status for US only). In addition, the Company's policy prohibits any other form of harassment. Such conduct, while perhaps not unlawful is considered unacceptable in the Company's workplace. The Company specifically prohibits any form of harassment by or toward employees, contractors, suppliers or customers.

Harassment is any inappropriate conduct which has the purpose or effect of:

- Creating an intimidating, hostile or offensive work environment;
- Unreasonably interfering with an individual's work performance;
or
- Adversely affecting an individual's employment opportunity

Harassment, whether it occurs in the workplace or at business-sponsored function, will not be tolerated. Forms of harassment include, but are not limited to, intimidation, unwelcome verbal or physical advances and sexually, racially or otherwise derogatory or discriminatory materials, statements or remarks.

All directors, officers and employees will be subject to disciplinary action up to and including termination for any act of harassment.