



Workplace Harassment and Violence Policy

At the Structural Group of Companies, we are committed to providing a safe workplace to all our employees. We understand that all workers have a right to work in a workplace free from violence and harassment. Workplace violence, harassment, and sexual harassment as defined under the *Occupational Health and Safety Act*, are unwelcome behaviours and will not be tolerated in the workplace or any work related function.

In all situations, priority is given to protect our employees from illness, injury and risk, and preserve materials, assets and the environment against risks associated with any incident of violence or harassment. We will make every effort to identify potential risks for violent incidents, and procedures will be implemented to eliminate or minimize the risks.

Employees will receive information and instructions on the workplace harassment and violence policy and program. All supervisors have the responsibility for investigating and dealing with incidents or complaints regarding violence and harassment as part of their regular duties.

As an employer committed to workplace health and safety, it is important to all of us to value this policy and honour its commitment.

Safety is everybody's responsibility!

Louis Bernardi – C.E.O.

Rocco Volpe – President

John Ienco – Director

Adamo Lecce – Director