

ANTI-VIOLENCE POLICY

Englobe Corp. ("Englobe") is committed to preventing violence in the workplace, and to ensuring the health and safety of its employees. The company take every reasonable measure to protect its employees from all forms of violence in the workplace. Violent behavior at work is unacceptable. The Anti-Violence Policy ("the Policy") applies to all Englobe employees, contractors, clients and visitors. Everyone is held to this policy and must work together to prevent violence in the workplace.

Violence in the workplace is generally defined as *"any conduct, behavior, threat, or gesture by an individual to an employee at their place of work that may result in harm, injury or illness."*

Violent behavior includes but is not limited to:

- **Physical aggression:** hitting, pushing, kicking or punching, or any other act of physical aggression.
- **Threats:** physical intimidation (shaking your fist), throwing objects, destructing goods, possessing a weapon or committing acts motivated by anger.
- **Behavior that contributes to violence in the workplace:** intimidation or any other harmful or aggressive behavior.

This policy is supported by a violence prevention program. The program includes the steps and procedures for protecting employees from violence at work, a way to seek immediate help, and a process for reporting incidents or expressing concerns. As the employer, Englobe will ensure that this policy and accompanying program are implemented and kept up to date. Englobe will also ensure that employees and supervisors have all the information and directives they need to protect everyone from violence at work.

Supervisors must comply with this policy and with its accompanying program. They must ensure that employees respect its measures and procedures, and provide employees with all information required to ensure their safety. All employees must respect the conditions set out in this policy and its accompanying program. Failure to do so may result in disciplinary measures that correspond to the severity of the reported behavior. All employees are encouraged to share their concerns regarding violence in the workplace, and to report any violent incident or threat.

Management is committed to investigating incidents and complaints of workplace violence promptly and in a fair manner, respecting the privacy of all parties whenever possible.

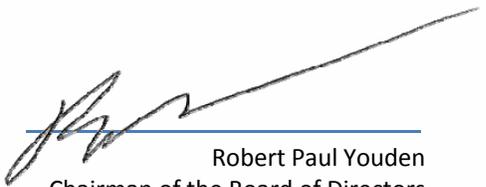
Helpful links :

[Procedure for situations of violence](#)

[Reporting form](#)

[Anti-Harassment Policy](#)

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Robert Paul Youden
Chairman of the Board of Directors