

ANTI-HARASSMENT POLICY

As addressed in the [Code of Conduct](#), and to establish the conditions for a discrimination- and harassment-free work environment, this Anti-Harassment Policy ("the Policy") represents Englobe Corp.'s (" Englobe ") commitment to providing a work environment where all workers are treated with respect and dignity. Englobe strictly forbids all acts, behaviors or other forms of discrimination, harassment, intimidation, or violence.

Englobe will not tolerate any form of harassment on the part of its managers, supervisors, employees, contractors, providers and visitors, all of whom must adhere to this policy. The policy applies to all Englobe work environments, including its offices, treatment centres, and work and construction sites, at third-party locations or any other location where Englobe employees carry out their work duties.

The definition of workplace harassment varies from one territory to the next, but is generally defined as 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. It includes any act, proposal or display that diminishes, belittles, humiliates or embarrasses a person, or any threat or act of intimidation. This also includes harassment as defined in the [Canadian Human Rights Act](#) (*discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered*).

Sexual harassment at work is defined as 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. It also means making a sexual solicitation or advance where the person making the solicitation or advance is in a position to grant or deny a benefit or advancement to the worker.

Harassment often manifests as repeated behavior, but may involve a single serious incidence of behavior that has a lasting harmful effect on an employee.

It should be noted that work-related duties such as attributing tasks or workload, monitoring attendance and performance requirements, or taking administrative or disciplinary measures related to management responsibilities or to the occurrence of a single, isolated event such as an inappropriate comment or rude behavior do not constitute harassment in and of themselves.

Reporting harassment

No employee will face repercussions for reporting an incidence of harassment at work or for participating in an investigation related to workplace harassment.

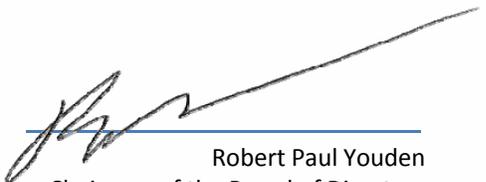
Employees are encouraged to report all instances of harassment at work to their immediate superior or to their [HR business partner](#). We recommend that all reports or concerns be communicated as soon as possible following the last incidence of harassment. Details can be found in the [Reporting Procedure - Workplace Harassment](#).

Mediation may be proposed as an intervention when appropriate. Englobe will investigate all reports or incidences of harassment when necessary in a quick, fair, and respectful manner, and will take appropriate action.

All information collected on a situation or report will remain confidential, unless that information has to be shared to protect workers, to investigate the report or incident, to take corrective action, or when required by law.

Employees requiring additional assistance can contact a workplace health and safety delegate or the Legal Affairs Department, or consult the [Employee Assistance Program \(EAP\)](#).

PL-08-AD-002-EN02 (2017.09.22)



Robert Paul Youden
Chairman of the Board of Directors