



Mecon Industries Limited

Workplace Violence and Harassment Policy

Mecon is committed to operating a safe, violence and harassment free workplace. To fulfil this commitment we will:

- Operate a safe work environment
- Adhere to the regulations of the "Occupational Health and Safety Act"
- Maintain an open environment to allow confidential reporting of violent and harassment incidents in and outside the workplace
- Involve the proper authorities in the event of violence or harassment in or outside the workplace
- Be open to improvement suggestions from all staff.

Employees are asked to report any acts or incidents or violence or harassment in or outside the workplace.

Reports of violence or harassment can be made to the plant supervisor or senior management.

It is in everyone's best interest to consider health and safety as an integral part of our business. Violence and harassment have no place in or outside of our place of business.

January 2016

Mecon Industries Limited

David Foscarini President