

RESPECT

I N O U R W O R K P L A C E S

K-Line believes that respect is a shared responsibility and that all employees, stakeholders, customers, suppliers, vendors, contractors, and members of the public have the right to be treated with respect while engaged in work-related activities.

As indicated in our Preventing Violence, Harassment and Sexual Harassment in our Workplaces Policy (POL-EX-0021), K-Line is committed to providing a diversified and safe work environment free of workplace harassment, workplace sexual harassment, violence and discrimination. K-Line will investigate and address any and all incidents and complaints related to workplace harassment, workplace sexual harassment, violence and discrimination. K-Line will continue to comply with all governing legislations and promotes a positive company culture that recognizes and welcomes diversity, supports collaboration and teamwork, and provides a safe workplace for all.

Our Objectives

Provide a “No Blame” Reporting Culture

Take all incidents and complaints seriously

Work to prevent violence and harassment in the workplace

Communicate the Policy

Periodic Review of the Policy

Our Actions

Support an open environment to investigate all incidents and complaints of workplace harassment, workplace sexual harassment, violence and discrimination, free of reprisals

Investigate all incidents and complaints related to workplace harassment, workplace sexual harassment, violence and discrimination

Manage the risk and control the hazards in our corporate risk assessment and implement all reasonable precautions

Communicate, educate, and train all employees, and all new employees upon joining the organization on POL-EX-0021 Preventing Violence, Harassment and Sexual Harassment in Our Workplaces

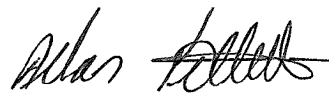
Review by owners and executives annually

Signed:



Mark Kellett — Chief Executive Officer

Signed:



Allan Kellett — President



Scope: K-Line Maintenance & Construction Ltd., K-Tek Electro-Services, K-Line International, K-Line Equipment Leasing

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