

Violence & Harassment Policy Statement

EDSSCO Inc. recognizes that the potential exists for harassment, violent acts, and threats of violence in the workplace. All EDSSCO Inc. employees are entitled to work free of harassment and violence. As a result, management is committed to ensuring, so far as is reasonably practicable, that no worker is subjected to harassment and violence in the workplace.

Management will take corrective action respecting any person under the employer's direction who subjects a worker to violence. In doing so, the employer will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is necessary in order to investigate the complaint, or to take corrective action in response to the complaint, or is required by law.

This policy is not intended to prevent or discourage the complainant from exercising any other legal rights pursuant to any other law.

EDSSCO Inc.

Richard Argals
Managing Director

January 2014
Date