

## WORKPLACE VIOLENCE AND HARASSMENT POLICY STATEMENT

The Senior Management of Limen is committed to providing a work environment in which all workers are protected from workplace violence and harassment. Management recognizes that all workers have the right to work in a violence and harassment free work environment.

Any violence and/or harassment committed by or against any member of our workplace or the public will not be tolerated.

There is a workplace violence and harassment program in place that implements this policy. It includes measures and procedures to protect workers from workplace violence and harassment, a means of summoning immediate assistance, training of workers and a process to report incidents or raise concerns.

Limen as the employer will ensure that this policy and supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence and harassment in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and harassment and to report such.

Management will investigate and deal with all incidents and complaints of workplace violence and harassment in a fair and timely manner respecting the privacy of all concerned as much as possible.

Limen senior management along with Health and Safety team will review and assess this policy annually and communicate to all work forces.

*Antonio Lima*

**Antonio Lima**

Founder, President & Chief Executive Officer

Date: April 1, 2023