



Workplace Respect, Harassment and Violence Policy 2025

Limen is committed to the prevention of workplace harassment, violence, and sexual harassment and a safe and respectful work environment that is free from discrimination and abusive behaviour, by any Employee, Manager, Superintendent, Customer or Vendor of Limen. Any threat of violence, offensive behaviour, verbal abuse, and verbal and physical harassment that has the effect of creating an intimidating, hostile or offensive working environment or an environment that interferes with work performance is in violation of this policy and will not be tolerated.

The policy applies in any location in which any Limen employee is engaged in work-related activities. This includes, but is not limited to the workplace, during travel, in restaurants, hotels or meeting facilities that are being used for business purposes, in Limen owned or leased facilities, during telephone, email or other communications, and at any social event whether or not it is Limen sponsored.

Workplace Harassment such as engaging in a course of vexatious comment or conduct against a worker in a workplace, a comment or conduct that is known or ought to be known as unwelcome, will not be tolerated, including repeated words or actions, or a pattern of behaviours, against a worker or group of workers in the workplace that are unwelcome.

Workplace Violence as defined under the OHS Act as the exercise, or the attempt to exercise physical force by a person against a worker, in a workplace, that causes or could cause physical injury, or a statement or behaviour that is reasonable to interpret as a threat to exercise physical force that could cause injury. Limen will not tolerate any incidents of workplace violence, and all incidents will be treated very seriously.

Limen considers Violence and Harassment hazards to same as all other potential hazards to our employees, and as such, assess all potential hazards on an ongoing basis.

Limen has a *Workplace Respect, Harassment and Violence Program*, which provides the procedures, processes, reporting requirements and investigation of incidents which contravene this policy, which shall be audited and reviewed periodically (minimum annually) and updated as required.

Limen will ensure this policy and relevant programs regulating to Respect in the Workplace including Violence and Harassment are implemented and maintained and that the appropriate information, communication, consultation, and training is available to all employees.

Antonio Lima

Antonio Lima

Founder, President & Chief Executive Officer

Date: March 26st, 2025