



## **The Bank's commitment to the prevention of workplace harassment and violence**

**In order to continue its efforts to ensure the well-being of its employees, who deserve a safe and healthy workplace that is free from harassment and violence, the Bank undertakes to:**

- Foster a culture of respect and civility and promote the adoption of certain fundamental values such as integrity, cooperation and team spirit.
- Apply all necessary and reasonable measures to prevent and put a stop to all forms of workplace harassment and violence.
- Treat all complaints of workplace harassment and violence seriously and deal with them as promptly as possible as well as with the utmost confidentiality.
- Show zero tolerance for any incident of workplace harassment or violence, whether the instigator or victim is an employee, client, supplier, subcontractor, visitor or any other person in a workplace or work setting related to the Bank.
- Refuse to tolerate any reprisal against anyone who has, in good faith, reported a situation of workplace violence or harassment or provided information concerning a complaint or an incident of workplace violence or harassment.

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