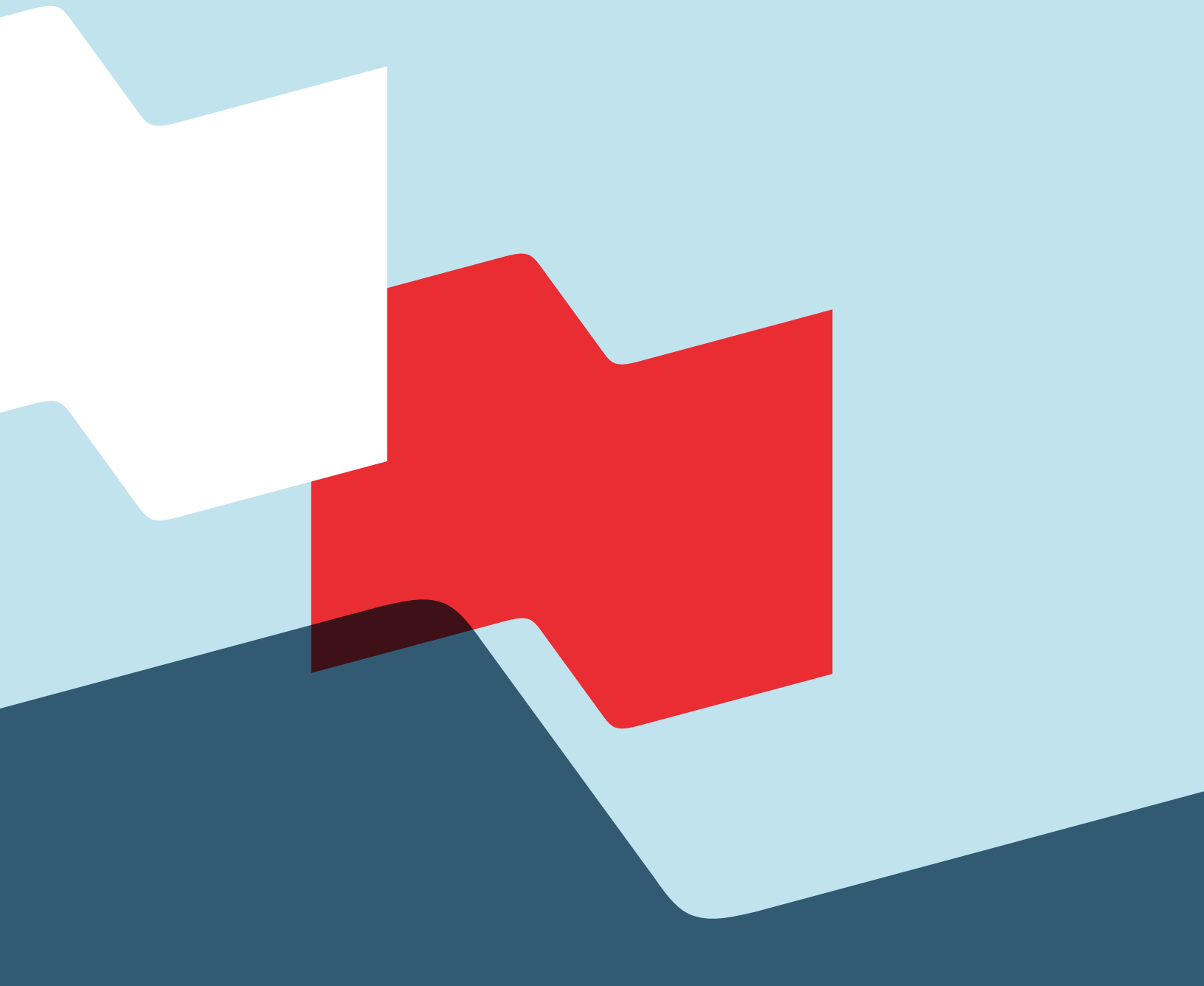


# Policy on the Prevention of Workplace Harassment and Violence



# Policy on the Prevention of Workplace Harassment and Violence

The Bank is committed to providing a safe and inclusive work environment and does not tolerate any form of harassment or violence in the workplace.

## As such:

The Bank periodically raises awareness and trains its employees and managers with regard to preventing harassment and violence in the workplace in accordance with applicable legislation.

The Bank has adopted a **zero-tolerance** policy, applicable at all times and revised annually, which sets out:

- › The Bank's commitments to preventing workplace harassment and violence.
- › The scope of application: applicable to all employees, including officers and members of management—regardless of employee status or position—as well as consultants, suppliers and members of the Board of Directors. Furthermore, the Policy applies to all work environments (on site and remote) and to any other situation having an impact on work.
- › A definition of harassment and violence that includes any act, conduct or comment, including those of a sexual nature, that is likely to cause offence, humiliation or other physical or psychological injury or illness to an employee and includes discriminatory harassment based on one or more prohibited grounds pursuant to the [Canadian Human Rights Act](#) as well as psychological and sexual harassment.
- › A clear and simple process for reporting when an individual is a witness to or claims to be a victim of workplace harassment or violence.
- › A rigorous complaint resolution process, including an investigation process.
- › Measures implemented by the Bank in the event an incident of domestic violence is reported.
- › A skilled team of advisors who are trained on the subject and can quickly intervene in any situation brought to their attention.
- › A prohibition on threatening or retaliating against anyone who has reported an incident, filed a complaint or provided information regarding a situation of workplace harassment or violence.
- › The fact that corrective or disciplinary measures up to and including dismissal may apply, particularly in the event of workplace harassment or violence or any retaliation.
- › The Bank's commitment to confidentiality throughout the process.
- › The external, confidential medical and psychological support available (24/7) to people experiencing a situation that may involve harassment or violence at work.
- › The internal resources available to all persons involved.
- › The internal and external recourses available to persons alleging workplace harassment or violence.

The Bank has created a framework to ensure ongoing sound governance of practices related to workplace harassment and violence.