

The Company adheres to and supports the human rights legislation in the jurisdictions in which we operate. The Legislation and this policy protect individuals from harassment and other forms of discrimination on the basis of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, veteran status, age, conviction for a criminal or summary conviction offence that is unrelated to employment and any other status protected by law.

Interfor believes that employees have a right to a workplace free from harassment and discrimination.

Any employee found to have harassed another employee is subject to discipline which may, dependent on the circumstances, include dismissal. Any employee who brings a false and malicious complaint is also subject to discipline which may, dependent on the circumstances, include dismissal.

DEFINITIONS

“Harassment” is defined as any unwelcome physical, visual, or verbal conduct related to any of the prohibited grounds of discrimination set out above that detrimentally affects the work environment or leads to adverse job-related consequences for the victim of the harassment. Behavior does not have to be directed at a certain person or be intentionally offensive to be considered harassment.

“Sexual harassment” is a form of discrimination based on the prohibited ground of sex. Sexual harassment includes, but is not limited to, unwanted physical contact, sexual advances, requests for sexual favors and suggestive or offensive comments or gestures emphasizing sexuality or sexual identity.

EMPLOYEE RESPONSIBILITY

Employees are responsible for ensuring that their behavior, relative to any of the prohibited grounds of discrimination set out above, is not unwelcome, offensive or intimidating to others.

Employees are obligated to report any instances of harassment to their supervisor or to Human Resources and should follow the procedures laid out in the Employee Procedures and Guidelines section, should a perceived situation arise. Any reports by Employees of harassment will, to the extent possible, be kept confidential and retaliation for the reporting of harassment will not be permitted.

END OF POLICY