

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

- We adhere to and support the laws and regulations applicable to workplace discrimination, harassment and violence in the jurisdictions in which we operate (the “**Law**”).
- We behave professionally at all times, we comply with the Law, and we treat one another with dignity and respect.
- All forms of discrimination, harassment (including sexual harassment) and violence are prohibited in our workplace.
- Discrimination, harassment and violence will not be tolerated from any person in our workplace, including employees, contractors, customers, and members of the public.
- Discrimination is the unjust or prejudicial treatment of an individual on the grounds of any protected characteristics, including race, color, ancestry, national origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, veteran status, age, or any other status protected by the Law.
- If we witness any workplace discrimination, harassment, or violence, we will promptly report it to the appropriate supervisor, human resources personnel, or through Interfor’s whistleblower hotline.
- Any good faith reports of workplace harassment, discrimination or violence will to the extent reasonably possible be kept confidential, except as necessary to conduct a complete and fair investigation.
- We prohibit retaliation for reporting prohibited conduct or participating in an investigation.
- The Company will promptly investigate reports of workplace discrimination, harassment, or violence, and will discipline any employee who the Company finds has engaged in conduct that violates this Policy or the Law.
- Investigations of workplace discrimination, harassment or violence complaints are intended to be flexible and respond to the circumstances of the specific complaint and the requirements of the Law.
- In addition to this Policy, the Company and employees shall comply with the following Interfor policies, guidelines and handbooks:
 - Code of Conduct & Ethics
 - Human Rights Policy
 - Whistleblower Policy
 - [Prevention of Workplace Discrimination, Harassment and Violence Guidelines \(Canada\)](#)
 - US Employee Handbook
 - [Oregon Discrimination, Harassment & Violence Legal Notice](#)

END OF POLICY