

# BRUNSWICK EXPLORATION INC.

## WORKPLACE HARASSMENT POLICY

Brunswick Exploration Inc. is committed to providing a work environment in which all individuals are treated with respect and dignity.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors and employees are expected to uphold this policy, and will be held accountable by the employer.

Workplace harassment means engaging in a course of vexatious comment or conduct against an employee in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome. This definition of workplace harassment is broad enough to include harassment prohibited under the Ontario Human Rights Code, the Québec Charter of Human Rights and Freedoms, the Civil Code of Québec, and the Québec Act respecting labour standards as well as “psychological harassment” or “personal harassment.” Some of the types of harassment that employees could experience in the workplace include sexual harassment, teasing, intimidating or offensive jokes or innuendos, display or circulation of offensive pictures or materials, unwelcome, offensive, or intimidating phone calls, or bullying. Leering, unwelcome gifts or attention, offensive gestures, or spreading rumors could also be considered harassment.

Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, the Québec Charter of Human Rights and Freedoms, the Civil Code of Québec and the Québec Act respecting labour standards, but it does not have to.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.

Employees are encouraged to report any incidents of workplace harassment. In the event that workplace harassment has occurred or has been perceived to have occurred employees are encouraged to immediately speak to their supervisor. Employees should know that there will not be any negative consequences for reports made in good faith.

Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting employees’ privacy as much as possible. Noncompliance with this policy will result in corrective measures up to and including termination. Nothing in this policy prevents or discourages an employee from filing an application with the Human Rights Tribunal of Ontario on a matter related to Ontario’s Human Rights Code within one year of the last alleged incident or filing a complaint with the Québec Commission des normes, de l’équité, de la santé et de la sécurité du travail within a period of 90 days after the last incidence. An employee also retains the right to exercise any other legal avenues that may be available.



Robert Wares  
Chief Executive Officer  
Date: November 26, 2020

The workplace violence policy should be consulted whenever there are concerns about violence in the workplace.