

Brunswick Exploration Inc. is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

Workplace violence is an occupational health and safety hazard. Workplace violence can be defined as:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or,
- A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Some of the types of violence that workers could experience in the workplace include hitting, pushing, physical assault, sexual assault, stalking, criminal harassment, robbery, or threats of violence. Violent behaviour in the workplace is unacceptable from anyone. This policy applies to all Brunswick Exploration Inc. employees, all visitors, and all contractors. Everyone is expected to uphold this policy and to work together to prevent workplace violence. Any worker found to be engaging in any form of workplace violence will be terminated.

There is a Workplace Violence and Harassment Program that implements this policy. It includes measures and procedures to protect workers from workplace violence and/or harassment, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns. Brunswick Exploration Inc., as the employer, will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Supervisors must adhere to this policy and this supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats.

Management pledges to investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.



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.