

WORK PLACE VIOLENCE POLICY

The management of Solar Group Inc. is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps and every precaution reasonable to protect our workers from workplace violence from all sources.

Work Place Violence is 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.
- A statement or behaviour that it 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.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to all employees, visitors, clients and any persons who visit Solar Group Inc.'s place of work. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

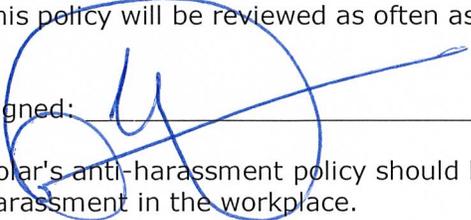
There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns. Solar Group Inc. as the employer, will ensure 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 will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information 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. Employees of Solar Group Inc must report any incident of work place violence to the supervisor or manager. There will be no negative consequences for reporting work place violence.

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

This policy will be reviewed as often as is necessary, but at least annually.

Signed:  _____ President: Neal Dance 6/4/17

Solar's anti-harassment policy should be consulted whenever there are concerns about harassment in the workplace.