

WORKPLACE VIOLENCE, HARASSMENT & DISCRIMINATION POLICY



Solar Group Inc.'s Commitment

Prevention of Workplace Violence, Harassment, Discrimination

Solar Group Inc. (the “Company”) is committed to the prevention of workplace violence, harassment and discrimination against and/or involving its employees, supervisors, managers, officers, directors, customers, agents, clients, suppliers and contractors, and the community in which it operates.

The Company provides education and training to attend to, minimize and report workplace violence and harassment, and actively promotes a working environment in which all workplace parties work to achieve mutual health and safety goals.

Violence, harassment and acts of discrimination committed by or against any employee, supervisor, manager, officer, director, customer, agent, client, supplier, contractor, or a member of the community in which the Company operates, will not be tolerated.

Enforcement and Repercussions

The purpose of the workplace violence, harassment and discrimination policy is to ensure that all workplace parties are aware and understand that acts of workplace violence, harassment and discrimination are considered a serious offence for which appropriate action will be taken.

Those who are subjected to and/or witness acts of workplace violence, harassment or discrimination must report the incidents so that incidents can be thoroughly investigated in a timely manner. Prompt action internally by the workplace parties will allow Solar Group Inc. to respond to reports of incidents, as well as to provide the necessary support for those persons of the workplace who are affected.

Conditions that support workplace violence, harassment sexual harassment, or discrimination or allow these behaviours will not be tolerated. This policy applies to all workplace parties within the Company, as such; any person who subjects an employee, supervisor, manager, officer, director, customer, agent, client, supplier, contractor, or a member of the community to these behaviors during the performance of work, may be subjected to disciplinary action up to and including dismissal from employment.

Defined Terms in the Policy

- **Workplace Violence** is (a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; (b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; and (c) 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.
- **Workplace Harassment** is (a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, and includes (b) workplace sexual harassment.
- **Workplace sexual harassment** is (a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or (b) making a sexual solicitation or advance where the person making the

solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

- **Workplace Discrimination** is defined as refusing to employ or to continue to employ a person, and/or refusing to provide an opportunity and/or benefit with respect to employment or any term or condition of employment, based upon the following prohibited grounds of discrimination: Race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offenses, marital status, family status or disability.

Individual Roles & Responsibilities

Solar Group Inc. will investigate and deal with all claims or incidents of workplace violence, harassment and discrimination in a fair, respectful and timely manner.

Information provided about an incident or about a claim will not be disclosed except as necessary to protect workplace parties, to investigate the claim or incident, to take corrective action, or as required by law.

Employees have a responsibility to act respectfully towards others and to ensure their own personal health and safety. Incident of workplace violence and/or harassment and/or discrimination must be reported and every workplace party has a responsibility to co-operate with efforts to investigate and resolve matters pertaining to this policy.

Solar Group Inc. corporate officers, directors, supervisors and managers are expected to adhere to this policy and promote an environment that minimizes the risk of these behaviours.

Supervisors and managers are expected to enforce and explain this policy to all workplace parties, as appropriate. Supervisors and managers must ensure that the workplace parties understand who to contact regarding concerns about the policy or reporting an incident of workplace violence and/or workplace harassment and/or discrimination.

It is in the best interest of all workplace parties at Solar Group Inc. to treat people fairly. This commitment forms an integral part of every level of our organization.



Neal Dance

President
March 2023