

All employees have the right to work in an environment free from any form of discrimination or behavior that could be considered harassing, coercive or disruptive, including psychological harassment.

For us, and because we want to create a positive working environment without discrimination, harassment in the workplace is unacceptable behavior which may not be bonded.

**Forage FTE Drilling** adopted a policy based on the definition of psychological harassment in accordance ACT LABOR STANDARDS ARTICLE 81.19

## **CRITERIA**

To establish that there are many psychological harassments, it must demonstrate the presence of all the elements of the definition:

- ☐ **VEXATIOUS CONDUCT**
  - This conduct is humiliating, offensive or abusive for the person who suffers. It lowers a person's self-esteem and anxiety. It exceeds what a reasonable person considers proper in the context of his work.
- ☐ **REPEATED CHARACTER**
  - Taken in isolation, a word, a gesture, a behavior may seem harmless. It is the accumulation or all of these behaviors can become harassment.
- ☐ **WORDS, ACTIONS OR BEHAVIOR HOSTILE OR UNWANTED**
  - The words, the alleged acts or behavior should be perceived as hostile or unwanted. If they are orientated, they could be recognized as harassment even if the victim does not clear its refusal.
- ☐ **INVASION OF DIGNITY AND INTEGRITY**
  - Psychological harassment has a negative impact on the person. The victim may feel diminished, devalued, denigrated both personally and professionally. The physical health of the person being harassed can also suffer.
- ☐ **WORKPLACE REPORT HARMFUL**
  - Psychological harassment makes the work environment harmful to the one who suffers. The harassment can, for example, be isolated from her colleagues because of words, gestures or hostile behavior towards him or her.



**PPFTE-22-002 Workplace Harassment policy**

I certify that I have read the article about the psychological harassment in the workplace in accordance with Article 81.19 of the Labor Standards Code.

I undertake to respect company policy,

\_\_\_\_\_  
Signature of employee

\_\_\_\_\_  
Date signed