

# EVENTSCAPE

## HEALTH & SAFETY POLICY

### HEALTH AND SAFETY POLICY STATEMENT

Eventscape Inc. is committed to a clean, safe, and healthy workplace for its employees and for all other third parties involved with our projects. We continuously strive for an accident-free workplace and to protect our employees from injury or occupational disease through effective administration, education, and training. To fulfill this commitment, Eventscape will:

- i. Endeavour to exceed minimum health and safety standards outlined by Ontario's *Occupational Health and Safety Act* (the "Act");
- ii. Recognize the value of consulting and cooperating with the joint health and safety committee when developing and implementing programs and procedures;
- iii. Conduct regular inspections and monitoring of all workspaces and eliminating or minimizing hazards that could cause illness or injury;
- iv. Provide training and education to all employees both general in nature and specific to their job requirements.

### RESPONSIBILITIES

We recognize that a safe work environment can only be established and sustained through an **internal responsibility system** where there is united effort and accountability from all levels of management, supervisors, and workers. Every member of the Eventscape team plays a vital role in the success of a health and safety policy. Outlined below are some individual responsibilities and accountabilities:

- i. **Upper Management** is committed to, and accountable for, taking every precaution reasonable in all circumstances to protect its employees and on-site visitors by working in compliance with the Act and communicating all applicable policies and procedures established by Eventscape. Under no circumstances will a project be regarded so urgent that it jeopardizes the welfare and safety of the individuals involved.
- ii. **Supervisors** are responsible for the health and safety of workers under their supervision. Supervisors must always set an example for health and safety by directing and performing tasks in a safe manner. Supervisors should ensure that machinery and equipment required for use by each worker are safe; that each worker is properly trained in using such equipment; and that each employee works in compliance with the established safe work practices and procedures for each piece of equipment.
- iii. **Workers** must take every reasonable precaution to comply with the Act and all applicable policy and procedures established by Eventscape. Employees should participate in the culture of health and safety by reporting accidents and near misses; suggesting ways to eliminate hazards or control risks; and participating in education and training.

### SUPPORTING POLICES, PROGRAMS, AND PROCEDURES

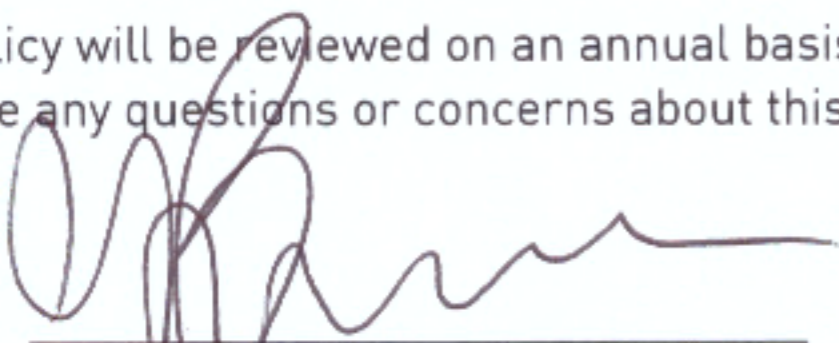
To implement and support the Health and Safety Policy, Eventscape has established various supplementary policies, programs, and procedures, including:

- The Workplace Violence and Harassment Policy
- Fire and Evacuation Procedures
- Activities of the Joint Health and Safety Committee
- The Health and Safety Policies and Procedures Manual

### REVIEW OF POLICY

This policy will be reviewed on an annual basis at minimum in compliance with legislation. Please contact Human Resources should you have any questions or concerns about this policy

Signed:



Gareth Brennan, President

March 28, 2023

# EVENTSCAPE

## WORKPLACE VIOLENCE AND HARASSMENT POLICY

Eventscape is committed to maintaining a healthy, positive, safe, supportive, and respectful work environment for all individuals that is free from violence, harassment, and discrimination.

### WORKPLACE VIOLENCE

Under Bill 168, "**workplace violence**" means:

- i. The exercise of physical force by a person against a worker that causes or could cause physical injury to the worker;
- ii. An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or
- iii. A statement or behaviour that could reasonably be interpreted as a threat against the worker.

Violent behaviour by anyone in the workplace is strictly prohibited and will not be tolerated while on Company premises. This policy applies to all employees and all individuals with whom Eventscape comes in contact for business purposes. Employees of Eventscape are expected to uphold this policy and to work cooperatively to prevent violence in the workplace. Supervisors and managers are responsible for ensuring that: **1)** proper procedures are followed by all workers, and **2)** workers are provided with the necessary information and instruction to protect themselves.

### WORKPLACE HARASSMENT

Under Bill 132, "**workplace harassment**" means:

*"Engaging in a course of vexatious comment or conduct against a worker, in the workplace, that is known or ought reasonably to be known to be unwelcome."*

Workplace harassment includes bullying, intimidating, offensive jokes or innuendos, displaying or circulating offensive pictures, and offensive or intimidating phone calls. Such behaviour by any person will not be tolerated under any circumstance. Managers, supervisors, and all other employees are expected to uphold this policy. Reasonable action taken by the employer or a supervisor relating to the management and direction of workers or the workplace is not harassment.

Workplace Harassment also includes "**workplace sexual harassment**", which is defined as:

- i. 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
- ii. 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.

Every worker must work in compliance with this policy and any supporting procedures and programs. All workers are encouraged to raise any concerns about workplace harassment violence and to report any incidents.

### REPORTING INCIDENTS

If an employee of Eventscape witnesses or is a victim of violence or harassment in the workplace, their immediate supervisor and Human Resources must be notified. A formal investigation will be conducted with the utmost discretion in order to protect the privacy of parties involved. Every effort will be made to treat both complainant and accused fairly and respectfully. Written results of the investigation and any corrective measures that may be taken will be provided to all parties involved.

### PROTECTION FROM RETALIATION

Eventscape employees who bring forward concerns related to harassment, discrimination, or violence will be protected from retaliation. Retaliation can include: interference, threats, social exclusion, isolation or embarrassment, denial of promotions, or coercion. Any employee, client, consultant, or other person found to have interfered with a harassment or violence investigation will be subject to disciplinary action.

### PENALTY

Any worker that is found to have subjected another worker, client, or other person to workplace violence or harassment may be subject to disciplinary action according to the severity of the actions, up to and including termination of employment. Charges of harassment that are found to be fabricated or otherwise brought forth in bad faith against employees will not be tolerated. Any employee found to be engaged in such behaviour will be subject to disciplinary action.

Signed: 

Gareth Brennan, President

March 28, 2023