

**THE PRESIDENT 'S MESSAGE
VIOLENCE AND HARASSMENT
Policy Statement**

The Viana Roofing & Sheet Metal Limited is committed to providing its employees with a workplace that is free of harassment and discrimination.

Relationships between Viana Roofing & Sheet Metal Limited employees will be non-discriminatory with respect to race, ancestry, place of origin, colour, ethnic origin, creed, citizenship, sex, sexual orientation, and age, record of offences, marital status, same-sex partnership status, family status, or handicap status.

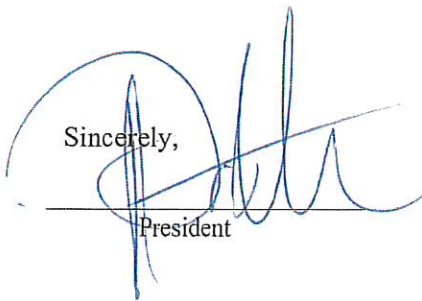
Harassment or discrimination, whether verbal, physical or environmental is unacceptable.

Contractors hired by the Viana Roofing & Sheet Metal Limited are also required to abide by our Violence, Harassment and Discrimination Policies.

Failure on the part of any contractor, its sub-contractors or their employees, including our own employees, to comply with these requirements will not be tolerated and may result in termination of the contract and/or immediate removal of the offending contractor employee, subcontractor or its employee, either temporarily or permanently.

HARASSMENT OR DISCRIMINATION, WHETHER VERBAL, PHYSICAL OR ENVIRONMENTAL IS UNACCEPTABLE.

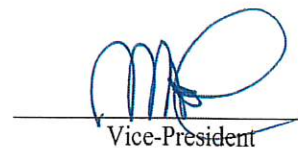
REFER TO OUR EMERGENCY PROCEDURES SECTION FOR DETAILED INFORMATION ON OUR VIOLENCE, HARASSMENT AND DISCRIMINATION PROGRAM.

Sincerely,



President



Co-chair Employee



Vice-President

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| Reviewed & Approved by Mr. Martin DaCosta (V.P)  | Date of Issue: Jan 2018 (COR Rev.1.0) |
| Title: Violence & Arrestment President's Policy Statement | Review/ Revised Date: Jan 1, 2020 |
| Location: all facilities | Document to be post: YES |