

## **Respect in the Workplace Policy**

The purpose of this Respect in the Workplace Policy is to clearly set out Syncrude's expectation that Discrimination, Harassment and Violence are not tolerated in the workplace. This Policy reflects Syncrude's Vision & Values and is also reflective of legislative requirements in the *Alberta Human Rights Act* and the *Occupational Health and Safety Act*.

Syncrude's Discrimination, Harassment and Violence prevention plan includes this Respect in the Workplace Policy as well as the Respect in the Workplace Application Guidelines.

This Policy does not discourage any worker from exercising their rights under any other law, including the *Alberta Human Rights Act* and the *Occupational Health & Safety Act*.

### **Policy Statement**

Syncrude is committed to providing a work environment that ensures everyone is treated with respect and dignity. Acts of Discrimination, Harassment or Violence will not be tolerated. This Policy applies to everyone including employees, leadership and contractors.

Syncrude is committed to eliminating or, if that is not reasonably practicable, controlling the hazards of Discrimination, Harassment and Violence.

Everyone is obligated to uphold this Policy and to work together to prevent behaviours that do not demonstrate respect in our workplace.

This applies not only to behaviours within the workplace, but also includes behaviours or conduct outside work that are carried over into, or otherwise impact, the workplace. Everyone must treat each other and all external business contacts with respect, upholding the dignity of every individual.

**Date Last Issued:** December 18, 2018