

## BULLYING AND HARASSMENT POLICY

Management at Cleanflow Environmental Solutions understands their responsibility to provide a healthy and safe workplace for employees, contractors and interested parties which is free from workplace bullying and harassment. To demonstrate this understanding, we will:

### MANAGEMENT

- ✓ Train, educate and communicate this policy to employees, contractors, customers, visitors, and other interested parties.
- ✓ Provide an open-door culture where employees, contractors and any other interested party can approach management confidentially if they feel threatened or at risk of bullying and harassment.
- ✓ Take all reports of Bullying and Harassment seriously and document them appropriately.
- ✓ Take disciplinary actions where required in cases where bullying and harassment are found and proven.
- ✓ All reports of Bullying and Harassment are taken seriously and documented appropriately.

### EMPLOYEES

Employees are required to:

- ✓ Participate in training in Policies and Procedures regarding Bully and Harassment in the workplace
- ✓ Comply with this policy, and ensure they never intentionally mistreat, bully, or harass anyone in the workplace.
- ✓ Assist management in documenting any cases or claims of Bullying and Harassment.
- ✓ Report as soon as possible any potential cases of bullying and harassment.

Approved by:



Sandro Milieri  
Chief Executive Officer

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