

Hydro One Workplace Violence and Harassment Policy

- *Everyone is entitled to a workplace free of violence and harassment.*
- *Violent behaviour in the workplace is unacceptable.*
- *Workplace harassment will not be tolerated from any person in the workplace.*
- *Everyone must work in compliance with this policy and the supporting Workplace Violence and Harassment programs.*

Our Responsibilities

Hydro One is committed to the prevention of workplace violence and to providing a harassment-free work environment in which all individuals are treated with respect and dignity.

Hydro One will take all reasonable steps to protect its employees from workplace violence and harassment from all sources. Everyone has a personal responsibility to report incidents of workplace violence and harassment.

All Hydro One employees are expected to uphold this policy and to work together to prevent workplace violence and harassment.

Our Commitment

- We will comply with all applicable health and safety legislation, the Ontario *Human Rights Code* and Hydro One's commitments to a workplace that is free of violence and harassment.
- We will identify, assess and control violence and harassment in the workplace.
- We will encourage the reporting of incidents.
- We will report incidents of workplace violence and / or harassment and initiate corrective and preventive actions.
- We will obtain input from employees and their representatives on issues impacting violence and harassment in the workplace.
- We will investigate and deal with all concerns, complaints or incidents of workplace violence and harassment in a fair and timely manner while respecting employees' privacy as much as possible.
- We will ensure that this policy and the supporting violence and harassment programs are implemented and maintained and that all employees and supervisors have the appropriate information and instruction to protect them from violence and harassment in the workplace.

Mayo Schmidt
President and CEO
Hydro One Inc.

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