



# Policy on psychological harassment

## 1. General statement

Associated Steel Industries favors a pleasant atmosphere of work within the company. To do this, we intend to take the necessary measures to provide an environment respectful and free of physical and verbal violence and psychological harassment.

## 2. Scope

This policy applies to all employees, management, suppliers, customers and visitors of the Associated Steel Industries.

## 3. Definition of psychological harassment

Although it is always "case by case", we reproduce here a non-exhaustive list of behaviors that can constitute psychological harassment and that will not be tolerated:

- Gestures and behavior to humiliate someone;
- Discriminatory remarks (ex: ethnic origin, sex, sexual orientation, disability);
- Intimidation;
- Sexual harassment;
- Violence (physical and verbal)

## 4. Complaint

If you believe that you are a victim of harassment, you must contact M. Guillaume Wilbois, who is responsible for this policy. Upon receipt of a complaint, the company undertakes to investigate the allegations in support of the complaint and to stop the harassment if the complaint is substantiated. The person accused of harassment will be interviewed in order to give their version of the facts.

## 5. Disciplinary measures

Any conduct of harassment is punishable by disciplinary action up to and including dismissal.

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