



## **ANTI DISCRIMINATION AND HARASSMENT POLICY**

Each Seaforce employee is individually responsible for maintaining acceptable standards of personal behaviour in the business and operational environment and for helping to ensure that all company employees, as well as anyone invited onto Company property, are free to conduct their duties in an atmosphere that is free from harassment and discrimination.

The company policy encourages and enforces that employees should treat each other with a mutual respect, courtesy, consideration and professionalism. The company will not tolerate any form of harassment or discrimination by ANY employee for any reason. All employees, at any level of the company, shall not be considered exempt from this policy.

Harassment can come from fellow employees, supervisors, managers or clients. Men as well as women can be considered victims of harassment. The company cannot stress enough that it will not tolerate any form of harassment.

Seaforce prohibits unlawful harassment, unprofessional and discourteous actions. Racial, ethnic, religious, age, sexual orientation, sexual or any other inappropriate remarks, slurs or jokes will not be tolerated.

**Aaron Young**  
General Manager  
17 January 2023

### **Seaforce Mission Statement**

Seaforce will deliver engineering solutions and project management services that are professional, practical, sustainable and prompt to our clients.