

## **Workplace Harassment Prevention Policy**

The management of Yangarra Resources Ltd. (“Yangarra”) is committed to providing a work environment in which all workers are treated with respect and dignity. Harassment will not be tolerated from any person at or outside of the work site including customers, clients, other employers, supervisors, workers and members of the public.

Yangarra as the employer is committed to eliminating or, if that is not reasonably practicable, controlling the hazard of harassment. Everyone is obligated to uphold this policy and to work together to prevent workplace harassment. Workplace harassment means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows, or ought reasonably to know, will or would cause offence or humiliation to a worker, or adversely affects the worker’s health and safety. It includes conduct, comment, bullying or action because of race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation, and a sexual solicitation or advance.

Reasonable action taken by the employer or supervisor relating to the management and direction of workers or a work site is not workplace harassment.

In support of this policy, we have put in place workplace harassment prevention procedures. It includes measures and procedures to protect workers from the hazard of harassment and a process for workers to report incidents or raise concerns.

Yangarra will ensure this policy and the supporting procedures are implemented and maintained. All workers and supervisors will receive relevant information and instruction on the contents of the policy and procedures.

Supervisors will adhere to this policy and the supporting procedures. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting procedures. All workers are required to raise any concerns about harassment and to report any incidents to the appropriate person. Employees can contact management or their employee representative to report any incidents.

Employer will investigate and take appropriate corrective actions to address all incidents and complaints of workplace harassment in a fair, respectful and timely manner. If any incidents are reported the employee in question will be put on suspension and the matter will be investigated. Upon completion of the investigation if the allegations are deemed true the employee will be dismissed.

Employer pledges to respect the privacy of all concerned as much as possible. Employer will not disclose the circumstances related to an incident of harassment or the names of the parties involved (including the complainant, the person alleged to have committed the harassment, and any witnesses) except where necessary to investigate the incident, to take corrective action, to inform the parties involved in the incident of the results of the investigation and corrective action taken, or as required by law.

No workers can be penalized, reprimanded or in any way criticized when acting in good faith while following this policy and the supporting procedures for addressing situations involving harassment. This harassment prevention policy does not discourage a worker from exercising the worker's right under any other law, including the Alberta Human Rights Act.



Jim Evaskevich  
President & CEO

September 7, 2018

## **Workplace Violence Prevention Policy**

The management of Yangarra Resources Ltd. ("Yangarra") is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from the potential hazards associated with workplace violence. Violent behavior or threat of violence in the workplace is unacceptable from anyone.

Yangarra as the employer is committed to eliminating or, if that is not reasonably practicable, controlling the hazard of violence. Everyone is obligated to uphold this policy and to work together to prevent workplace violence.

Violence, whether at a work site or work-related, is the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm and includes domestic or sexual violence.

In support of this policy, we have put in place workplace violence prevention procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns.

All employees will receive relevant information and instruction on the contents of the policy and procedures.

Supervisors will adhere to this policy and the supporting procedures. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting procedures. All workers are required to raise any concerns about workplace violence and to report any violent incidents or threats. Employees can contact management or their employee representative to report any incidents.

Employer will investigate and take appropriate corrective actions to address all incidents and complaints of workplace violence in a fair and timely manner. If any incidents are reported the employee in question will be put on suspension and the matter will be investigated. Upon completion of the investigation if the allegations are deemed true the employee will be dismissed.

Employer pledges to respect the privacy of all concerned as much as possible. Employer will not disclose the circumstances related to an incident of violence or the names of the complainant, the individual alleged to have committed the violence, and any witnesses, except where necessary to investigate the incident or to take corrective action, to inform the parties involved in the incident of the results of the investigation and corrective action taken, to inform workers of a specific or general threat of violence or potential violence, or as required by law. Employer will disclose only the minimum amount of personal information required that is necessary to inform workers of a specific or general threat of violence or potential violence.

No workers can be penalized, reprimanded or in any way criticized when acting in good faith while following this policy and the supporting procedures for addressing situations involving workplace violence. This violence prevention policy does not discourage a worker from exercising the worker's right under any other law.



Jim Evaskevich  
President & CEO

September 6, 2018

## Workplace Harassment and Violence Prevention Procedures

### Hazard identification and assessment

- As part of the company's hazard assessment process existing and potential hazards relating to harassment or workplace violence will be identified

### Identify controls to prevent workplace harassment and violence

- If items are identified in the hazard assessment the company will implement measures to eliminate or control each hazard

### Develop safe work procedures

- The Companies hazard assessment and control will be used when developing or updating safe work procedures
- Employees can contact there supervisor or the current employee representative via cell phone if an instance of workplace harassment or violence occurs.

### Report incidents

- Employees can contact management or their employee representative to report any incidents

### Investigate and document incidents

- If any incidents are reported the employee in question will be put on suspension and the matter will be investigated.

### Informing parties involved

- Upon completion of the investigation if the allegations are deemed true the employee will be dismissed

### Worker support

- Workers can consult a health professional of the worker's choice for treatment or referral

### Worker communication and training

- Workers will be trained during orientation in the company's workplace harassment and violence prevention policy and procedures
- ongoing training will be provided, as new work processes or conditions arise, or when new hazards are identified

### Program administration and continuous improvement

- The harassment and violence prevention plan will be readily available to workers
- Records will be kept of incidents, investigations and worker training.
- The plan will be reviewing and revised periodically