



HORIZON NORTH

Our Commitment to Health, Safety and Environmental (HSE) Performance

Violence in the Workplace

Horizon North Logistics Inc. (HNL) does not tolerate violence or unacceptable behavior in the workplace perpetrated by or against employees, customers, clients, or other third parties. In the event of a violent incident or unacceptable behavior perpetrated by an employee, HNL will act to severely discipline the employee, up to and including discharge for cause.

HNL is committed to:

- Developing and maintaining a suitable control program;
- Investigating reported incidents of violence in an objective and timely manner;
- Taking necessary action; and
- Providing appropriate support for victims of workplace violence.

HNL shall establish programs and procedures to reduce the risk of violence and unacceptable behavior in the workplace. All employees are expected to be aware of and participate in such programs and procedures, as required. No action shall be taken against an individual for making a complaint unless the complaint is made maliciously or without reasonable grounds to support the complaint.

Rod Graham
President and
CEO
Horizon North Logistics Inc.

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