

workplace violence & harassment prevention statement 2025

date: april 15, 2025

Randstad Canada's leadership, executives, and management team are committed to fostering a safe and healthy work environment for all employees, contractors, suppliers, visitors, and customers.

employer commitment

Randstad Canada prioritizes the safety and well-being of its employees by taking all necessary precautions to prevent workplace violence and harassment. Employees will receive proper training and be made aware of their rights and responsibilities. Management is dedicated to investigating all concerns, allegations, and incidents of workplace violence and harassment fairly and promptly, while respecting employee privacy whenever possible. Additionally, Randstad Canada will conduct thorough risk assessments to identify and mitigate potential risks, ensuring compliance with all relevant policies and procedures for preventing workplace violence and harassment.

employee commitment

It is the responsibility of every employee to familiarize themselves and comply with the procedures established to protect them from workplace violence and harassment. Employees are required to promptly report all incidents of workplace violence and harassment to their direct supervisor, Human Resources, Talent Relations, a Randstad representative, and/or the Risk Management Team. Employees will not be reprimanded when acting in good faith for bringing forward a complaint or providing information regarding a complaint/incident of workplace violence or harassment.

Workplace harassment is defined as engaging in a course of vexatious comments/conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression where the comment/conduct that is known or ought reasonably to be known to be unwelcome – or – making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Workplace harassment can also occur virtually (e.g. via email, chat, video calls, or other digital platforms).

Workplace Violence is the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the employee; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the employee; and also, a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the employee, in a workplace, that could cause physical injury to the worker.

This statement is not intended to restrict the reasonable exercise of management functions in the workplace. Randstad Canada expects all employees, at every level, to actively support and adhere to the company's workplace violence and harassment prevention policies and procedures. With the support of its Health & Safety Committees, Randstad Canada will conduct an annual review of this prevention statement to ensure ongoing compliance with all legislative requirements.

A handwritten signature in black ink, appearing to read 'Patrick Poulin'.

Patrick Poulin

**President & Managing
Director**, Randstad Canada