



WORKPLACE VIOLENCE POLICY

POLICY STATEMENT

U2 Fasteners is committed to the prevention of workplace violence and to promoting a safe and healthy work environment. U2 Fasteners will take all reasonable steps to protect workers from workplace violence from any source.

DEFINITION OF WORKPLACE VIOLENCE

Workplace violence means:

- The exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury;
 - An attempt to exercise physical force against a worker in a workplace that could cause physical injury;
- or
- A statement or behaviour that a worker could reasonably interpret as a threat to exercise physical force against the worker in a workplace that could cause physical injury.

APPLICATION

Violent behaviour in the workplace is unacceptable. This policy applies to all employees and to all persons on company property, including family members, visitors, customers, contractors, delivery personnel, and volunteers.

WORKPLACE VIOLENCE PROGRAM

U2 Fasteners maintains a Workplace Violence Prevention Program that supports this policy. The program includes:

- Procedures to identify and assess risks of workplace violence;
- Procedures for employees to report incidents or concerns;
- Measures to summon immediate assistance when required;
- Investigation and response processes for incidents and complaints.

INFORMATION AND TRAINING

U2 Fasteners will provide employees and supervisors with information and instruction on the contents of this policy and the Workplace Violence Prevention Program.

SUPERVISOR RESPONSIBILITIES

Supervisors are responsible for ensuring that this policy and related procedures are followed and that employees are informed of workplace violence risks.

EMPLOYEE RESPONSIBILITIES



All employees must comply with this policy and are encouraged to report any incidents or concerns regarding workplace violence. Reports made in good faith will not result in retaliation.

ENFORCEMENT

Violations of this policy may result in disciplinary action, up to and including termination of employment.

INVESTIGATION

All incidents and complaints of workplace violence will be investigated promptly, fairly, and confidentially, to the extent possible.

COMMITMENT

U2 Fasteners is committed to maintaining this policy and its supporting program to protect employees from workplace violence.

Approved by:

Swen Ruhmann, CEO

Date: January 14, 2026

Last Reviewed / Revised: January 2026