

# Policy Statement on Anti-Harassment and Bullying

**POL.13**

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## POLICY STATEMENT ON ANTI-HARASSMENT AND BULLYING

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We commit to creating a safe workplace culture that values diversity, inclusion, and mutual respect. We have a zero tolerance approach to harassment and bullying. We commit to the following:

- We prohibit all forms of harassment in the workplace or during business activities.
- We prevent harassment and bullying involving aggressive, intimidating, malicious, or humiliating behaviors.
- We inform our stakeholders about our anti-harassment and bullying policy and practices.
- We comply with all applicable laws and regulations regarding harassment and bullying.
- We identify situations that may cause harassment and bullying and take necessary measures.
- We provide regular training for employees on the importance of a harassment-free and bullying-free workplace.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and [wespeakup@wesoda.com](mailto:wespeakup@wesoda.com). We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.
- We ensure the confidentiality of reporting persons, as permitted by law.
- We provide support and counseling for employees subjected to harassment or bullying, and ensure access to appropriate resources.

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