



WORKPLACE SAFETY & RESPECT

Together, we can create a work environment where everyone feels safe, respected, and valued.

SAFETY IS OUR TOP PRIORITY.

We are dedicated to ensuring that every employee can work in an environment free from hazards, bullying, and harassment. This means:

- **Zero Tolerance for Bullying and Harassment.** Any form of bullying, harassment, or discrimination will not be tolerated. This includes verbal, physical, and psychological abuse. If you experience or witness any such behavior, report it immediately. We will take swift and appropriate action to address any issues.
- **Respect for Cultural Diversity.** We are proud to work on Indigenous land and recognize the importance of respecting and appreciating cultural diversity. We honor the traditions and values of the Indigenous communities and expect all employees to do the same. This includes being mindful of cultural sensitivities and showing respect in all interactions.
- **Inclusive Environment.** We strive to create an inclusive environment where everyone feels valued and respected. This means acknowledging and celebrating our differences, and working together to build a cohesive team. We encourage open communication and collaboration, and we are committed to providing equal opportunities for all.

WE EXPECT ALL EMPLOYEES TO MAINTAIN A RESPECTFUL AND SAFE WORKPLACE.

- **TREAT EVERYONE WITH RESPECT.**
Show consideration and respect for your colleagues, regardless of their background, role, or status. This includes listening actively, speaking kindly, and avoiding any behavior that could be perceived as disrespectful or harmful.
- **COMMUNICATE OPENLY AND HONESTLY.**
Foster a culture of open communication where everyone feels comfortable sharing their thoughts and concerns. If you have any issues or suggestions, speak up. We are here to listen and support you.
- **SUPPORT A SAFE WORK ENVIRONMENT.**
Follow all safety protocols and guidelines to ensure a safe working environment. Report any unsafe conditions or behaviors immediately. Your vigilance and cooperation are essential to maintaining a safe workplace.
- **EMBRACE CULTURAL SENSITIVITY.**
Be aware of and respect the cultural practices and traditions of the Indigenous communities on whose land we are working. This includes participating in cultural awareness training and being mindful of cultural protocols.

This is not merely a request; it is an expectation.

Valard works on Indigenous land, and we will respect the land and its People, and we will respect each other. Failure to adhere to these expectations will result in serious consequences, including disciplinary action up to and including termination of employment. We are committed to maintaining a respectful and safe workplace, and we expect the same commitment from all employees.

OUR COMMITMENT

We are committed to continuously improving our workplace culture and safety practices.



WE WANT TO HEAR FROM YOU.

Your feedback is invaluable in helping us achieve this goal. If you have any suggestions or concerns, please do not hesitate to reach out to your supervisor or the HR team.