DAEMS GROUP

Policy on Workplace Violence and Harassment

The management of DAEMS GROUP BV (DG) recognizes the potential for workplace violence and harassment and is committed to working with employees to provide a safe and respectful work environment.

Daems Group BV does not condone and will not tolerate workplace violence and harassment on company premises, while an employee is conducting company business at other locations, during work-related travel or when conducting business by phone or email.

Any act of violence or harassment committed by or against any employee is unacceptable and may be subject to DG's discipline policy and/or legal action.

For the purpose of this policy, violence includes, but is not limited to:

- the use of, or attempted use of, physical force by a person against an employee in the workplace that causes or could cause physical injury (e.g., hitting, shoving, pushing, or kicking).
- any threat, behaviour, or action directed by or at an employee and interpreted as carrying the potential to harm or endanger the safety of the employee or other (e.g., yelling, threatening language, inappropriate or offensive language, shaking fists, destroying property, or throwing objects).

For the purpose of this policy, harassment includes, but is not limited to

- workplace sexual harassment
- any actions that create a hostile, intimidating or offensive workplace
- verbal conduct such as derogatory jokes, comments, and slurs.
- unwanted sexual advances, invitations, or comments.
- visual conduct such as the posting, display, or electronic messaging of derogatory and/or sexually oriented posters, pictures, photography, illustrations, or gestures.
- threats and demands to submit to various acts or activities not associated with one's regular duties and responsibilities of employment.
- any verbal, written, or physical conduct relating to a person's race, religion, colour, age, sex, national origin or disability.
- retaliation for having reported or warned of an instance of harassment and/or discrimination

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DG will take whatever steps are appropriate to protect our employees from the potential risks associated with workplace violence and harassment including effects on mental well-being.

All employees are expected to comply with this policy and must make reasonable effort to prevent violent or harassing behaviour. Further, all employees are expected to report any concerns or complaints. DG will ensure all employees are informed on violence and harassment including our policy as well as roles and responsibilities. In addition, a copy of this policy will be made available to all employees.

Management will investigate and deal with all incidents and complaints in a fair and timely manner with utmost consideration for the maintenance of confidentiality. The policies and programs will be reviewed annually and updated if required.

Management must ensure that all measures and procedures set out in these policies and the supporting programs are carried out in the workplace. This policy prohibits reprisals against employees, acting in good faith, who report incidents of workplace violence or harassment, or who are involved in an investigation.

Management will take all reasonable and practical measures to prevent reprisals, threats of reprisal, or further violence and/or harassment. With everyone's cooperation, DG will continue to be a safe and healthy workplace.

Signed for approval by Daems Group BV in January 2026.

