



Workplace Anti-Violence, Harassment, and Sexual Harassment Policy Statement

Terlin Construction Ltd. is committed to providing a workplace free from violence, harassment, and sexual harassment. We will take every reasonable step to protect workers from all sources of workplace violence and harassment, including from employees, supervisors, contractors, clients, customers, and members of the public.

For the purposes of this policy, workplace violence includes threatened, attempted, or actual conduct that causes or could cause physical or psychological injury or harm. Workplace harassment includes objectionable or unwelcome conduct, comments, bullying, or actions that a person knows or ought reasonably to know would be unwelcome or could cause offence or humiliation, or adversely affect a worker's health and safety. Sexual harassment includes unwelcome sexual conduct and sexual solicitation or advances where a person is in a position to confer, grant, or deny a benefit or advancement.

Terlin maintains workplace violence and harassment prevention programs / plans to implement this policy, including measures to prevent and control hazards, a way to summon assistance, reporting and investigation processes, and corrective action tracking. We will make every reasonable effort to maintain confidentiality during and after an investigation, except where disclosure is required by law or necessary to investigate, take corrective action, or address safety concerns.

All workers are required to comply with this policy and are encouraged to report concerns, threats, or incidents promptly. Terlin will not tolerate retaliation against any person who, in good faith, reports a concern or participates in an investigation.

This policy applies to all Terlin operations and work locations and is reviewed at least annually and as required.

A handwritten signature in blue ink, appearing to read "Terry McLaughlin", is positioned above a horizontal line.

Terry McLaughlin, President

January 3, 2026

Date