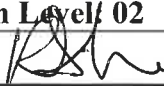
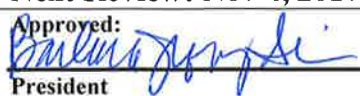


**A-8 WORKPLACE ANTI-VIOLENCE, HARASSMENT AND SEXUAL  
HARASSMENT POLICY**

|                                                                          |                                                                                                                |                                                                                                            |
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| <b>Issue Date: November 4, 2016</b>                                      | <b>Revision Level: 02</b>                                                                                      | <b>Next Review: Nov 4, 2017</b>                                                                            |
| <b>Created by: Human Resources<br/>(Health &amp; Safety Coordinator)</b> | Approved: <br>General Manager | Approved: <br>President |

The management of Jeffery's Greenhouses (the "Company") is committed to building and preserving for its employees a safe, productive and healthy working environment based on mutual respect.

In pursuit of this goal, the Company recognizes the potential for workplace violence and harassment and is committed to providing a working environment free of violence and harassment by implementing a prevention program that is documented in our **Health and Safety Manual - Policy A-8 Workplace Anti-violence, Harassment and Sexual Harassment Program**. Please consult this policy for further details.

The Company does not condone and will not tolerate acts of violence, threats of violence, discrimination, harassment, sexual harassment, intimidation or bullying against or by any Jeffery's Greenhouses employee in the workplace or involved in Company business.. Similarly, weapons are strictly prohibited from the Company's premises.

Our Workplace Anti-Violence, Harassment and Sexual Harassment Policy is not meant to stop free speech or to interfere with everyday interactions. However, what one person finds inoffensive others may not. Usually, harassment can be easily distinguished from normal, mutually acceptable socializing. It is important to remember that it is the perception of the receiver that determines whether the potentially offensive message is acceptable or not, be it spoken, gestural, pictorial, or some other form of communication which may be deemed objectionable or unwelcome.

Employees that perpetrate acts of violence, harassment or sexual harassment shall be subject to disciplinary and corrective action, up to and including termination of employment

Likewise, anyone who knowingly makes a false complaint of violence or harassment or provides false information about a complaint will also be subject to disciplinary action.

Management will take all reasonable and practical measures to prevent reprisals, threats of reprisals, or further violence, against individuals acting in good faith who report incidents of workplace violence or harassment individuals acting in good faith who or who act as witnesses to an incident.

All incidents of violence and formal complaints of harassment perpetrated against or by any employee, should be reported to Management or the Human Resources Manager and documented on the "A-8 Workplace Harassment and/or Violence Incident Report" as soon as possible following the incident. These forms are located with all personnel forms in the production/grower's office.