

Global Policy - Workplace Violence



TERMS AND DEFINITIONS

- Employee Assistance Program (“EAP”): A confidential program provided for CURRENT employees and their household members at no cost.
- Threat: Any action taken, or intent communicated (Including perceived communication) to place another individual under the apprehension of violence or harm. A threat can be communicated in writing, verbally, or gesture, or by any combination thereof. If sufficiently egregious, a threat can constitute a criminal act. Examples of threats include menacing gestures, flashing of a concealed weapon, stalking, or statements of dire consequences if certain actions are or are not taken.
- Workplace Violence (“WPV”): Any direct or implied threat, intentional act or other conduct that would arouse fear, hostility, intimidation, or the apprehension of harm in another person for his/her personal safety, or for the safety of his/her family, friends, co-workers, clients, employer, or property.
- Workplace Violence Point of Contact (“WPVPOC”): An individual, appointed by the Site Leader, that manages the Site Workplace Violence Team and ensures all required actions are taken within the site.
- Workplace Violence Response Team (“WPVRT”): Individuals, appointed by the Site Leader, address workplace violence complaints and incidents, assess vulnerability to Workplace Violence and reach agreement on preventive actions.

POLICY

CURRENT intends to provide a safe workplace for employees, customers, suppliers, vendors and guests. The policy applies to threats or other conduct that occur on Company sites, occur during Company business, occur using Company property, and/or affect CURRENT’s

business interests. Accordingly, threats and acts of violence in the workplace are not tolerated, quickly investigated, and addressed. The policy is to achieve these goals through:

- an effective process to identify, prevent, and handle threats or violence in the workplace.
- creating awareness of actions that can reduce the likelihood of threats that escalate into violent behavior; and
- creating accountability and responsibility for these actions
- CURRENT sites establishing WPV Response Teams (WPVRT) to address reported WPV concerns and incidents, to assess vulnerability to workplace violence, and to reach agreement on preventive actions.
- The work instructions apply globally to employees, visitors, customers, vendors, contractors, and other people assigned to work on Company sites, as well as people engaged in CURRENT business off-site.
- The work instructions apply to any place where CURRENT conducts work and any property CURRENT owns, leases, or otherwise controls or occupies, including parking lots and customer sites.
- Acquired businesses shall comply with plans defined by the Quality Management and Business Leadership. Armed site security support for any CURRENT site or CURRENT function must be facilitated through the CURRENT Chief Security Officer and receive prior approval from the Chief Security Officer. The Company reserves the right to amend, modify or change the policy defined herein from time to time without notice should business conditions or operational requirements dictate. The policy defined herein will also be subject to a minimum annual review to ensure ongoing alignment with market conditions. The Company’s right to amend, modify or change the policy.



The Company will endeavor to give reasonable notice of any changes to this policy to the affected employees, however business conditions may affect timing and the length of such notice.

EXAMPLES OF PROHIBITED CONDUCT

The following are examples of conduct on Company sites that constitute prohibited, violent, or disruptive behavior:

- Fighting or engaging in any violent physical contact (e.g., hitting, punching, slapping, shoving, kicking, biting, etc.).
- Stalking, harassing, threatening, or intimidating others with violence.
- Possession or use of firearms, ammunition, explosives, knives, caustic chemicals, or other weapons, or use of any tool or other object as a weapon.
- Bringing a weapon, including a concealed weapon, onto Company sites whether in a personal vehicle or otherwise, and if a license or permit to carry such a weapon has been obtained.
- Engaging in arson, vandalism, acts of sabotage, or other activity which causes damage to the property of CURRENT or of a protected person.
- Suggesting that engaging in acts of violence or threats of violence is an appropriate way to solve workplace disputes.
- Any other act(s) which a reasonable person would consider as inappropriate and/or posing a danger or threat of danger/violence in the workplace. Such behavior includes, but is not limited to, oral, written or email statements, gestures or expressions that communicate a direct or indirect threat of physical harm, Making offensive comments regarding violent events and/or behaviors.

*Over the past several years, some locations in which CURRENT operates have enacted gun laws pertaining to the right to store firearms in employee vehicles on Company sites. Except where otherwise specifically authorized by applicable law, no person entering Company sites may carry a weapon of any kind onto the sites, regardless of whether the person is licensed to carry. The only exception applies to police officers, security guards, or individuals with advance written consent from the Company. Consult with Legal for further information.

REPORTING ACTS OF WORKPLACE VIOLENCE FIRST REPORT OF WORKPLACE VIOLENCE

- Any employee who witnesses or otherwise has a concern relating to workplace violence shall notify the site WPVPOC, the Health, Safety & Environmental ("HS&E") Leader, any Supervisor or Manager or a member of the CURRENT Security Team.
- All reports of WPV concerns shall be taken seriously, evaluated, and acted upon as appropriate. If a WPV incident occurs, the incident shall be reported as soon as it is safe to do any of the above.
- All WPV concerns and/or incidents shall be recorded in the ESRM Concern Reporting tool upon receipt of such a report, or as soon as it is safe to do so.

CONFIDENTIALITY AND NO RETALIATION



- Confidentiality shall be observed any time information is given concerning threats or acts of violence in the workplace. Information shall be shared only on a “need to know as directed by legal counsel” basis.
- Retaliation against anyone who reports threats or acts of violence is strictly prohibited.

DISCIPLINE

- Any employee who commits acts of violence in the workplace, engages in threats or other intimidating conduct in the workplace, or engages in prohibited conduct as stated in this policy shall be subject to discipline up to and including discharge.
- Clear and intentional violations of this policy shall result in discipline up to and including immediate discharge. Any employee committing acts of violence or engaging in threats, intimidating conduct, or prohibited conduct outside the workplace directed to another CURRENT employee, customer, supplier, or contractor arising out of or related to workplace activities shall be subject to discipline up to and including discharge.

RESPONSE TO IMMINENT ACTS OF VIOLENCE

CURRENT employees, customers, suppliers, vendors and guests who find themselves in a potentially life-threatening situation due to imminent acts of violence should take the following actions as quickly as possible:

Evacuate

- If there is an accessible escape path evacuate the sites as quickly as possible.
- Have an escape route and plan in mind - know where the exits are.
- Escape regardless of whether others agree to go.
- Leave belongings behind – safety is top priority.
- Help others escape if possible.
- Once out of the area, notify law enforcement and prevent others from entering if they may be put at risk.

Hide

- If evacuation is not possible, find a place to hide where you are not likely to be found.
- Select a hiding place that has more than one avenue of escape.
- Lock the door and remain out of view.
- Blockade the door with heavy furniture; Remain quiet (silence your cell phone).
- Do not come out until law enforcement arrives or management confirms the threat is over.

Take Action to Protect your Life:

- As a last resort, and only when you feel your life is in imminent danger, take any appropriate action necessary to defend yourself and evacuate from the area.



WEAPONS ON CURRENT SITES

Except where otherwise specifically authorized by applicable law, no person entering Company property may carry a weapon of any kind onto the sites, regardless of if the person is licensed to carry. The only exception applies to police officers, security guards, or individuals with advance written consent from the Company.

LAWS & REGULATIONS

This policy may be subject to other applicable local laws and regulations. To the extent that this policy conflicts with local laws or regulations, the policy shall, for application within the relevant jurisdiction, be deemed to be amended to comply with local laws and regulations. Questions regarding conflict of laws and the policy should be addressed with the Company's Legal department.