

Workplace violence and harassment prevention policy overview

Bell is committed to fostering a safe, respectful, diverse and inclusive workplace. Bell offers prevention awareness training and processes for resolving incidents when they do occur.

Bell's policy sets out:

- The company's approach to identifying and mitigating potential risk factors for violence and harassment in the workplace, including family violence
Definitions and examples of violence and harassment, including sexual harassment, sexual violence, and human rights related harassment or violence
- The company's approach to identifying and mitigating potential risk factors for violence and harassment in the workplace, including family violence
- Our commitment to hold all team members accountable in accordance with Bell's Code of Business Conduct
- Clear roles and responsibilities in promoting a healthy work environment and resolving incidents, if they occur
- The avenues for team members to report harassment and violence including access to an anonymous whistle-blowing channel
- The process to follow in case of a workplace violence incident or complaint and available options to resolve the situation, where applicable
- A clear statement about protecting involved parties from threats of retaliation throughout the complaint resolution process
- Resources available, including psychological support services

The policy refers team members to practical tools to support prevention, such as our Civility guide, and our Leader's guide to managing conflict, Family or intimate partner violence guide and safety plan and other resources to create awareness (on-line training programs and face-to-face workshops for all team members and leaders).

Note:

This document is a condensed version of the full policy text applicable internally and is intended to provide a high-level summary of the key aspects of the policy.