

# ACCEPTABLE WORKSITE PLEDGE

At MPN PACIFIC LTD. we are fully committed to building a workforce where all employees are able to perform at their best and reach their full potential.

**We believe that everyone has the right to be safe and protected at work, and that the definition of an Acceptable Worksite is a safe Worksite.**

Safety hazards are not always physical, and safety protection is not limited to PPE equipment like goggles, gloves, hard hats and steel toes. Unwelcome, demeaning or threatening language and behaviour creates stress and distraction that risks health, safety, and productivity.

We expect all employees to work together without causing harm. We require a workplace that's free from hazing, harassment, and bullying. This is our Acceptable Worksite Pledge.

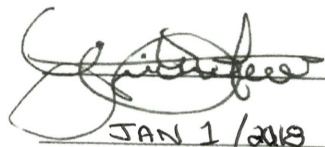
We know that employing workers with different attributes, backgrounds, experiences, and skills, makes us successful.

We attract the best talent, improve the quality of our work, increase our productivity and supercharge our ability to innovate. These outcomes also benefit the community around us.

**Through the following practises we build and maintain our success:**

- We hire based on skill and experience and compensate all employees at fair market value regardless of gender, race, religion, or ethnicity.
- We identify and remove barriers to training and career development; creating equitable opportunities for all employees.
- We ensure the health, safety and well-being of everyone on the Worksite by providing a work environment free from harassment, hazing, and bullying.
- We promote education, awareness and training on the Acceptable Worksite behaviour that positively impacts our community, our company, and our employees.
- We pledge to continuously back up our commitment through our actions, without compromise.

Signature:

  
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Date:

JAN 1 / 2019



**Builders  
Code**

Together we're building a construction industry that works for everyone.  
*The Builders Code is an initiative of the Construction Workforce Equity Project.*  
[www.builderscode.ca](http://www.builderscode.ca)