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SOLENIS POLICY

Workplace Violence

1.0 Policy

Solenis UK Industries Limited, its commercial units and majority-owned or controlled subsidiaries (collectively “Solenis”) have zero tolerance for any threatened or actual workplace violence, whether onsite at Solenis facilities or anywhere that a Solenis employee is conducting Solenis business.

Individuals who engage in conduct prohibited under this policy may be removed and barred from the Solenis premises and may be subject to criminal and civil sanctions. In addition, employees who violate this policy will be subject to disciplinary action, up to and including termination of employment.

2.0 Prohibited conduct

For purposes of this policy, workplace violence includes conduct that is threatening, intimidating, abusive, harassing or otherwise violent, whether verbal, non-verbal, physical or written, including but not limited to:

- Hostile and / or aggressive behavior, directed toward another person or persons, that causes harm or threat of harm;
- Gestures, expressions, remarks or written communications that reasonably can be construed as communicating a direct or indirect threat of harm toward others;
- Bullying, intimidating, threatening or harassing another person;
- Behavior that causes another person emotional distress or creates a reasonable fear of injury, such as stalking;
- Possession of weapons in violation of Solenis’ Possession of Weapons policy or any item that has the potential to inflict harm and no common purpose in the Solenis workplace;
- Threats to destroy, or willfully destroying Solenis premises, property or the property of others while engaged in business for Solenis;

- Acts of threatened or actual sabotage against Solenis or any individual(s) associated with Solenis;
- Domestic violence, which may consist of an act or a pattern of coercive tactics (whether physical, psychological, economic or emotional) perpetrated by one person against a family member, household member and / or intimate partner, to the extent that the act or tactics compromise or threaten to compromise the safety of a Solenis employee or vendor who is the victim(s) of the domestic violence or the safety of the victim's or perpetrator's Solenis co-workers; and
- Any behavior described above that occurs outside of the Solenis workplace to the extent that it impacts or could reasonably impact the safety of Solenis employees or third parties in the Solenis workplace or anywhere that a Solenis employee is conducting Solenis business.

The above list is not exhaustive. Solenis will not tolerate any form of workplace violence.

3.0 Reporting obligations

Employees who know or suspect a transaction or relationship may be in violation of this policy, must report such concern immediately. Reporting can be made either directly to the general counsel, to the employee's Legal Department representative, the Office of Ethics and Compliance (OEC), the Solenis Submit a Report or Share Your Concern or the OEC email-box. All reported allegations will be handled as specified in the [Reporting policy, SL-POL-004.013](#).

Solenis prohibits any form of discipline, reprisal, intimidation or retaliation for reporting, in good faith, suspected violations of this policy or for pursuing or participating in an investigation or proceeding concerning a suspected violation of this policy. Any employee who engages in retaliation or takes any adverse action in violation of this policy, shall be subject to discipline, up to and including termination of employment.

Solenis will investigate all reports of violence and will take appropriate action against any employee or third party who is found to have violated this policy. Solenis reserves the right to contact law enforcement, if appropriate, for suspected violations of this policy. If an employee or third party becomes aware of an imminent violent act or threat of an imminent violent act, the employee or third party should remove themselves from danger if possible, immediately contact law enforcement and then contact Solenis as set forth above.

4.0 Scope

This applies to all Solenis UK Industries Limited, its commercial units and majority-owned or controlled subsidiaries

5.0 Owner

General Counsel.



6.0 Exceptions

There are no exceptions to this policy.