

Workplace violence prevention policy

Purolator Inc. is committed to the personal safety and general well-being of each of its employees. Purolator acknowledges its responsibility to protect employees from workplace violence (whether caused by employees, customers, contractors or others), and this responsibility will take precedence over operating objectives. Purolator is committed to continual improvement in the prevention of workplace violence.

Implementation

1. Provide a safe, healthy and violence-free workplace for each of its employees.
2. Comply with all applicable laws, regulations, approvals and company procedures in respect of the prevention of workplace violence through the implementation of an environment, health and safety management system.
3. Develop employee knowledge and understanding of the factors that contribute to violence in Purolator's workplaces, including, but not limited to, bullying, teasing, and abusive and other aggressive behaviour.
4. Dedicate sufficient attention, resources and time to address the factors that contribute to workplace violence and to prevent, and protect against, such factors whenever and wherever possible.
5. Develop and implement measures to assist employees who have been exposed to workplace violence.
6. Communicate this Workplace violence prevention policy to all employees and make it available to the public.

Implementation of this Workplace violence prevention policy is an important management objective and the responsibility of all employees.

A handwritten signature in black ink, appearing to read "Patrick Nangle".

Patrick Nangle
President and Chief Executive Officer