

CODE OF CONDUCT AND ETHICAL VALUES

Harassment *policy*



All concerned persons at the Jordan Chalk Manufacturing Company are committed to a working environment which is free from harassment, including discrimination, victimization and bullying, and in which the dignity of the individual is paramount.

As such, all concerned persons are responsible for helping to ensure that individuals do not suffer any form of harassment. Any concerned person who suffers from harassment will have the total support of the company's management in putting a stop to it and questioning those responsible for it according to the internal regulations.