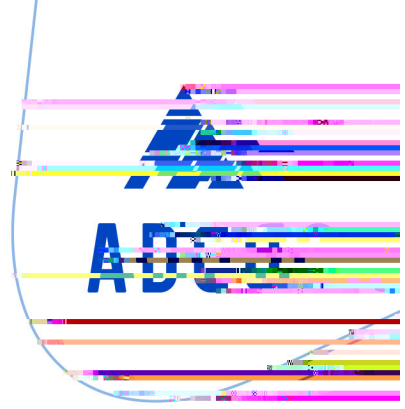




# DISCRIMINATION, HARASSMENT AND BULLYING PREVENTION POLICY



## Support

ADCO provides 24/7 confidential counselling, support and assistance through its [Employee Assistance Program](#) accessible via The Hub or Phone App to employees or their family members that may be impacted by conduct inconsistent with this policy.

ADCO supports its commitment to providing a healthy, safe and inclusive work environment, so far as