

Worker Protection Act

BrightHR is committed to preventing sexual harassment in the workplace.

At BrightHR, we're dedicated to ensuring a workplace where every individual is treated with dignity and respect.

We champion safe, respectful, inclusive and supportive workplaces. As part of this, we ensure that this commitment is reflected in our own organisation by fully upholding our legal obligations in line with each province's occupational health and safety legislation with respect to workplace violence and harassment.

We deplore all forms of personal harassment and have taken steps to enhance the measures we take to protect everyone from sexual harassment. To do this, we have:

- Embedded an enhanced company policy that sets out the expectations of everyone, the circumstances to which the policy applies, and what happens if a concern is raised, including taking disciplinary action as appropriate.
- Ensured that the expectations of our policy are extended to any visitors, clients, suppliers and other third parties, making clear that action will be taken where it is not adhered to.
- Provided enhanced training so everyone can identify and report any instances of sexual harassment, and to reiterate the support available.
- Developed and empowered our managers to recognise harassment and handle complaints thoroughly and sensitively.
- Enhanced our reporting process, enabling everyone to raise concerns in confidence, and ensuring they are aware of this process.

We will continue to review and enhance our approach to workplace harassment, ensuring that we uphold our obligations under law.

BrightHR is committed to creating a workplace environment free from harassment of any kind.

Alan Price
Chief Executive Officer