



HARASSMENT AND DISCRIMINATION PREVENTION POLICY

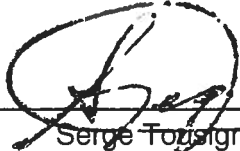
DCM management is fully committed to ensuring an environment free of psychological harassment, sexual harassment and discrimination based on race, skin color, sex, pregnancy, sexual orientation, marital status, age, religion, political beliefs, language, ethnicity, social condition and handicap.

In order to do so, DCM is committed to providing all employees with a good and harmonious workplace, in which there is mutual respect among employees.

Any vexatious behavior in the form of repeated conduct, verbal comments, actions or gestures that are hostile, unwanted or discriminatory, that affect the employee's dignity or integrity, shall be subject to severe sanctions, including dismissal.

DCM is also committed to protecting the physical and psychological integrity of its employees at their workplace or at any other location(s) where they are required to perform their work duties.

DCM and its member companies are intent on preserving the dignity of each of its employees and on raising employee awareness on the individual responsibility for making the workplace free from harassment and discrimination.



Serge Toussignant
President

2020-10-01

Date