

Klohn Crippen Berger Ltd. (KCB) is committed to providing a work environment that values diversity and is equitable, safe, accessible, fair, and free from harassment, bullying and discrimination. Our Company Charter – including KCB's Values, Mission and Vision statements, creates the foundation for our respectful workplace program.

At KCB, we strive to act fairly, honestly and respectfully in our dealings with employees and in turn we ask that employees adhere to established policies and procedures as outlined in our *Employee Guidelines, General Workplace Rules, Health and Safety and Anti-Harassment, Bullying and Discrimination Policies*.



Len M. Murray, P.Eng.
President