

Workplace Violence Policy

Renaissance is dedicated to providing safe, dependable working conditions for its employees. To achieve this objective, it is our policy to provide a workplace free from violence and violent acts. Consistent with this policy, Renaissance has adopted “ZERO TOLERANCE” for workplace violence. Moreover, acts or threats of physical violence, including intimidation, harassment and/or coercion between employees in the workplace or job-related contacts with persons outside of Renaissance will not be tolerated.

Policy Parameters

Prohibited workplace violence includes, but is not limited to any threat or acts of violence occurring on Renaissance contracts property or arising from an individual's employment at Renaissance. Should it be required, the Royal Oman Police may receive information about all threats or acts of violence covered under this policy involving Renaissance employees, sub-contractors and suppliers.

Prohibited Behaviors

Specified examples of behavior that may be considered “threats or acts of violence” and prohibited under this policy include, but are not limited to:

- Physical attacks – hitting, shoving, pushing, or kicking.
- Verbal or written threats – any expression of an intent to inflict harm.
- Harassment – any behavior that demeans, embarrasses, humiliates, annoys, alarms, or verbally abuses an employee, sub-contractor or supplier that is known or expected to be unwelcome. This includes words, gestures, intimidation, bullying, etc.

Disciplinary Action

Employees violating this policy will be subject to disciplinary action up to and including termination of their employment. This includes sub-contractors and suppliers and all those carrying out work on behalf of Renaissance.

Employee Obligation

Renaissance including sub-contractors and suppliers are required to report all threats or acts of physical violence of which they are aware to team supervisors, HSE officers or managers. Nothing in this policy alters any other reporting obligation established by other company policies.

Employee Assistance

Renaissance shall assist employees with certain emotional and personal problems, which may adversely affect job performance. Employees are encouraged to voluntarily seek assistance in dealing with emotional, physical, or mental health problems.



Stephen R Thomas
CEO

Description	Revision Number	Date Issued
Issue 1	2	July 2023