



Policy Prohibiting Harassment

January 1, 2024

Rockline Industries strongly disapproves of and does not tolerate unlawful harassment of any associate by anyone, including supervisors, co-workers, or visitors (e.g., vendors, customers, sales representatives, and job applicants). The company is committed to maintaining a workplace free of unlawful harassment, and all associates are in turn, responsible for assuring that the workplace is free from unlawful harassment.

Workplace harassment and bullying are generally defined as verbal or physical conduct designed to threaten, intimidate, belittle, bully or coerce that, in the employee's opinion, impairs his or her ability to perform his or her job. Rockline Industries provides ongoing harassment training to ensure employees have an opportunity to work in an environment free of sexual and other harassment. Common courtesy and decency dictate that we treat each other with respect in the workplace.

This policy is not limited to sexual harassment. In addition, it prohibits harassment based on race, color, ethnicity/national origin, age, religion, veteran status, disability, sexual orientation, genetic information, gender identity, or based on any other legally protected characteristic.

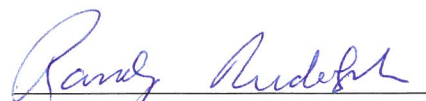
With respect to sexual harassment, all associates must avoid any action or conduct which could be viewed as sexual harassment, including unwelcome sexual advances, unwelcome physical contact of a sexual nature, requests for sexual acts or favors, or other verbal or physical conduct of a sexual nature, and all associates must avoid any actions which unreasonably interfere with an individual's work performance or create a sexually intimidating, hostile or offensive work environment.

Other examples of prohibited conduct include, but are not limited to, conditioning employment decisions on an associate's submission to sexual conduct; lewd or sexually suggestive comments; off-color language or jokes of a sexual nature; derogatory or abusive comments, slurs, and other verbal or graphic conduct relating to an individual's sex, body or physical appearance; or any display of sexually explicit pictures, greeting cards, articles, books, magazines, photos or cartoons.

Any associate who believes he or she has been subjected to sexual or other unlawful harassment, or who has knowledge of any such harassment in the workplace, is strongly encouraged to bring the problem immediately to the attention of the Human Resources Department, or to a company officer. Associates can rest assured that there will be no retaliation against anyone for filing a harassment complaint in good faith, nor will there be retaliation against anyone who participates and cooperates in an investigation.

All complaints will be promptly and carefully investigated in confidence. All associates should be aware that the privacy of the charging party, the person accused of harassment, and persons interviewed in connection with the charges, will be preserved as much as possible, but Rockline Industries must reveal the circumstances of the complaint to the extent necessary to investigate it.

Rockline Industries requires the full cooperation of all associates in its investigation of all such complaints. Failure to cooperate in an investigation will subject an associate to disciplinary action. Rockline Industries will take appropriate corrective action, including disciplinary measures when justified, to remedy all violations of this policy.


Randy Rudolph
President