



Harassment-Free Workplace

Aperion Energy Group, LLC is determined that its employees should work in a safe and professional atmosphere, where merit and competence are rewarded, and diversity and trust are promoted. Harassment has no place at Aperion and will not be tolerated.

Harassment can take many forms, including

- verbal remarks,
- physical advances
- visual displays

It may come from

- coworkers,
- supervisors,
- suppliers,
- contractors
- clients

The legal definition of harassment may vary by location, but the behavior always has the purpose or effect of creating an intimidating, offensive or demeaning environment. Harassment may be sexual or nonsexual in nature. Sexual harassment may include unwanted advances, inappropriate sexual jokes, sexually suggestive comments, touching, requests for sexual favors and inappropriate comments about appearance. Other examples of harassment may include offensive comments, jokes or pictures related to race, religion, ethnicity, gender or age. All of these behaviors are not permitted by Aperion and will be promptly investigated in compliance with local laws.

Sincerely,

Aaron Wheeler
Chief Executive Officer