

# **WILD ROSE**



## **Rural Electrification Association Ltd.**

Policy 3000-21-099

### **WRREA Code of Conduct**

#### **Statement of Policy**

Policy for the WRREA Code of Conduct.

#### **Responsibility Of:**

All Wild Rose REA Ltd. (WRREA) Employees, Board of Directors, Contractors, Vendors, Suppliers and Members.

#### **Mission**

- WRREA's mission is to provide members with an exceptional distribution system, delivering safe and reliable power through sound management and prudent business practice.

#### **Vision**

- WRREA's vision is to operate a vibrant and sustainable cooperative.

#### **Policies and Procedures**

- WRREA operates under various policies and procedures.
- WRREA's Employees, Board of Directors, Contractors, Vendors, Suppliers and Members must remain in compliance with WRREA's policies and procedures in order to be compliant with its Code of Conduct.
- Requests for applicable policies and procedures must be made in writing by the appropriate party.

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### **Health and Safety**

- WRREA is dedicated to providing a safe and healthy environment for all its Employees, Contractors, Vendors, Suppliers, Board of Directors and its Members.
- WRREA is committed to treating all Employees, Contractors, Vendors, Suppliers, Board of Directors and its Members with respect and dignity, ensuring safe conditions.
- All WRREA Employees, Contractors, Vendors, Suppliers, Board of Directors and Members are collectively responsible and accountable for conducting themselves in a manner that creates a safe and healthy environment.
- WRREA Employees shall not be asked to attend a stressful situation by themselves.
- WRREA has zero tolerance for acts of verbal and mental abuse by Employees, Contractors, Vendors, Suppliers, Board of Directors or Members.
- WRREA has zero tolerance for acts of physical abuse, violence or threats by Employees, Contractors, Vendors, Suppliers, Board of Directors or Members.

### **Social Media and Online Commentary**

- WRREA maintains social media accounts for the purpose of communicating information to its Membership.
- WRREA does not engage on social media platforms for the purpose of providing commentary or to address issues or concerns.
- Any issues or concerns that an Employee, Board of Director, Contractor, Vendor, Suppliers and or Member has should be brought to the attention of WRREA directly in writing.
- Defamatory comments made will not be tolerated.
- False comments and or information posted to social media platforms or other online commentary will be asked to be removed by the individual(s).
- Issues and concerns brought forward to the WRREA directly will be addressed pursuant to applicable policies and procedures.

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### Breaches of the WRREA Code of Conduct

- All instances of breaches to WRREA's Code of Conduct shall be recorded via documentation, voice or video recording with detailed notes added to the applicable file.
- Individual(s) displaying acts of verbal and mental abuse shall be sent a letter from WRREA management; the letter will highlight the individual(s) action and ask for a written apology. If a written apology is not received the matter will be brought to the WRREA Board of Directors for further review and follow up.
- Individual(s) engaging on social media or providing other online commentary that is defamatory or false, in regards to WRREA shall be sent a letter from WRREA management; the letter will highlight the individual(s) action and ask for a written apology and for the post to be removed. The WRREA will also ask that the individual(s) contact WRREA directly to discuss any issues or concerns they feel they may have. If a written apology is not received the matter will be brought to the WRREA Board of Directors for further review and follow up.
- The Chief Executive Officer (CEO) will bring forward suggestions at this time for further action and follow up.
- Acts of physical abuse, violent behavior or threats will be immediately reported to the appropriate authorities and charges where applicable shall be pursued.