

## Sexual Harassment & Hostile Work Environment Policy Statement

Savannah River Remediation LLC (SRR) will not tolerate harassment of any kind. To ensure such an environment does not exist, SRR continues to reinforce our expectations of a respectful workplace.

Sexual harassment and/or a hostile work environment in the workplace are illegal and violate SRR's policy and commitment to provide a workplace where people are treated with dignity and respect. Behavior that is unwelcome or personally offensive interferes with an individual's ability to perform work and could create a hostile work environment.

The provisions of this discrimination and harassment policy can be found in the S21 Manual, Sexual Harassment Complaints Procedure 1.4. The policy applies to SRR employees and subcontractors performing work for SRR when required by subcontract or applicable law.

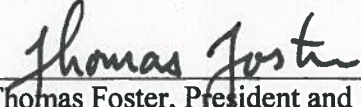
This policy statement applies to all terms and conditions of employment, but is not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage, and benefit administration and selection for training or other employment opportunities. The terms "because of sex," "regardless of sex" and "without regard to sex," include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, and gender identity.

An employee who feels he/she has been subjected to sexual harassment or a hostile work environment has the following options:

- 1) Address the concern directly with the individual involved,
- 2) Report the concern to his/her supervisor,
- 3) Report the concern to the SRR EEO & Diversity Manager,
- 4) Report the concern to the SRR Human Resources Manager, or
- 5) Use the SRR EEO Hotline at 803-952-4384 to report the concern.

I expect you to report inappropriate conduct to the SRR EEO & Diversity Office. The matter will be investigated and appropriate actions will be taken, including disciplinary measures when warranted. No complainant or witness of conduct alleged to be inappropriate will be retaliated against for reporting such conduct.

Stephanie Franklin is the Manager of EEO & Diversity. She has my full support relative to the discharge of her responsibilities in this position. If you have a complaint or want to discuss this policy, you may schedule an appointment by contacting Ms. Franklin during regular business hours Monday through Thursday at 803-208-2594 or visit 707-H, Rm. 19.

  
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Thomas Foster, President and Project Manager

March 3, 2017  
Date