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| Manual Section 7 | Issue Date 02/06/10 | Revision Date 01/15/26 | Policy Number LLCP-122 |
| Workplace Violence | | | |

Scope

All GIS Holdings, LLC Companies and affiliates including, Blanchard Industrial, LLC, GIS Engineering, LLC, Grand Isle Shipyard, LLC., GWIS, Mack Steel, NuWave, Valvemax, Discovery Industries, Inc., Global Inspections, LLC, and EIS, hereafter identified as “Company”.

The Company is committed to providing a work environment free from violence for all employees, customers and visitors. We will not tolerate any form of violence in the workplace including verbal, physical or intimidation.

Violation and threats of violence may include:

- **An act, which is physically assaultive.**
- **A substantial, communicated or suggested intent to harm another, endanger the safety of the employees or visitors, or destroy property.**
- **Behavior or actions that carry a potential for violence (throwing objects, waving fists, destroying property, etc.)**
- **Obsessively directed behavior (i.e., stalking, intensely focusing on a grudge, grievance or romantic interest in another employee).**

Employees, customers and visitors are prohibited from bringing weapons or objects whose purpose is violent or threatening to Company property.

Employees are encouraged to raise workplace concerns with their immediate supervisor. If the supervisor is unavailable or if the nature of the complaint is such that the employee does not feel he or she can discuss it with the supervisor; the employee may bring his or her concerns to the facility management or the HSE Department.

The Company will immediately investigate concerns or incidents of workplace violence. The Company will guard against retribution and adverse treatment of employees who bring forth concerns or incidents or who participate in an investigation. If evidence exists to support the allegations and the offender is an employee, violence or threats of violence may result in disciplinary action up to and including immediate termination. If the offender is not an employee, other appropriate action will be taken.

- ❖ For more information on workplace violence issues contact our HSE or HR Department at 985-475-5238.