



WORKPLACE VIOLENCE POLICY STATEMENT

Tim Hortons Inc. is committed to the prevention of workplace violence and will take all reasonable steps to protect our employees from all sources of workplace violence.

Any form of violence in the workplace is unacceptable and will not be tolerated from anyone including employees, guests, suppliers, contractors, franchisees or partners.

Workplace Violence includes:

- The use of physical force or an attempt to exercise physical force against another person in the workplace, that could cause physical injury; and
- Comments or behaviour that could reasonably be interpreted as a threat to exercise physical force against another person that could cause physical injury.

As part of our Workplace Violence Program the company will ensure that all employees are aware of violence hazards, are properly trained on the safe work procedures to prevent violence, how to respond to incidents, and how to obtain assistance and report incidents.

Managers and Supervisors are responsible for ensuring that employees follow prevention measures and procedures and have the information they need to protect themselves.

Everyone in the workplace will strive to work in a manner that will eliminate or reduce the risk of violence. Employees can raise concerns at any time and should immediately report all incidents to a Manager/Supervisor or Human Resources. Managers/Supervisors will immediately report all violent incidents to Human Resources.

All reports of violent incidents will be investigated in a fair and timely manner while respecting the privacy of all parties as much as possible.

Marc Caira, President and CEO

3/28/2014

Date