

ZERO TOLERANCE POLICY

Red Deer Regional Airport will not tolerate any incidents of workplace violence or harassment perpetrated against or by any employee, tenant, customer, vendor, contractor, visitor, or any other person at Red Deer Regional Airport.

With respect to workplace violence and harassment as defined by this policy, any contravention may result in the following.

- Removal from the property
- Suspension or termination of airside access
- Police involvement.

All physical assaults involving an employee or occurring at Red Deer Regional Airport will be reported to the police. Threats of physical violence will be reported to the authorities, as appropriate.

January 7, 2026

A handwritten signature in black ink, appearing to read 'Nancy Paish', written in a cursive style.

Nancy Paish
CEO/Accountable Executive