



Weber-Stephen Products LLC

Sexual Harassment/Anti-Harassment – Statement of Policy

WEBER is committed to maintaining a work environment that encourages and fosters appropriate conduct among employees and respect for individual values and sensibilities. WEBER prohibits any form of unlawful harassment, including harassment based upon race, color, religion, national origin, sex, sexual orientation, and disability or veteran's status. This type of conduct will not be tolerated by anyone – staff, customers, or vendors.

In addition, it is a violation of WEBER's policy for any employee, male or female, to harass another employee by making unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature where:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
2. an employment decision affecting an employee is based on that individual's acceptance or rejection of such conduct; or
3. such conduct interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

WEBER affirms its commitment to complying fully with state and federal law relating to harassment in the workplace. In order to fulfill this commitment, WEBER encourages you to report any harassment. The company has a policy for handling harassment complaints. Any employee who believes that he/she has been subject to any unlawful harassment, should immediately file a written complaint directly with Human Resources. If the employee believes that it would be inappropriate to discuss the matter with Human Resources, the incident should be reported to the Vice President of Human Resources, the President or the Chief Financial Officer of WEBER. Interim measures may be taken pending full investigation in the resolutions of the complaint, such as separating employees.

WEBER will promptly conduct an investigation of the complaint. In all cases, personnel not involved in the alleged unlawful harassment will conduct the investigation. Every effort will be made to keep all matters related to the investigation and claim reports confidential, except where circumstances arise in cases of need to know basis or legal requests. Following the investigation, Human Resources management will evaluate the facts and evidence and determine the validity of the complaint. If the complaint is substantiated, appropriate corrective action will be taken. If the complaint is not substantiated, the matter will be closed. In either event, however, the complaining employee as well as the person who purportedly violated the policy will be advised of the results of the investigation, the determination made and action taken. It is our sincere desire that all personnel actions are fair, and that there is an open line of communication between management and employees to solve any problems that may exist.

Any employee who violates this policy or whose conduct is found to be contrary to the objectives of this policy shall be subject to disciplinary action up to and including termination of employment. WEBER prohibits any form of retaliation against any employee for filing a bona fide complaint under this policy or for assisting in a complaint investigation.

Employee Name

Date

Witness (Human Resources)

Date