

Exhibit H

PROHIBITION OF HARASSMENT



Employees are expected to treat others in the workplace with respect.

Employees are expected to treat others in the workplace with respect and must not engage in harassing or bullying behavior. This policy encompasses behavior that is prohibited by law and behavior that, while not necessarily unlawful, nevertheless violates the Company's standards for workplace conduct. The policy applies to the workplace (both on and off Company property) and in other settings in which employees may find themselves in connection with their jobs or that impact the workplace (which can occur after regular work hours or away from the regular workplace).

HARASSMENT BASED ON A PROTECTED CATEGORY

Harassing conduct that is based on a protected category is prohibited by law, whether committed by supervisors, co-workers, or third parties in the workplace, and will not be tolerated by the Company. "Protected categories" include race, religion, color, sex, pregnancy, sexual orientation, gender, gender identity, gender expression, national origin, ancestry, age, marital status, military or veteran status, medical condition, genetic information, or disability (mental or physical) and any additional category set forth in any federal, state or local law. Conduct that may be considered as contributing to unlawful harassment when based on a protected category includes slurs, offensive jokes or teasing and disparaging comments – whether done in person or phone, by email or text, visual displays, or otherwise. Such

conduct can be unlawful when it is particularly egregious or when it is repeated, creating a hostile working environment and altering the conditions of employment.

Sexual harassment is one form of harassment based on a protected category and prohibited by law and this policy. Hostile environment sexual harassment can include any of the previously mentioned types of conduct as well as offensive touching, staring and stalking, gestures, violating personal space, requests for sexual favors, conversation containing sexual comments and other unwelcome advances. In addition to hostile environment harassment, sexual harassment can take the form of "quid pro quo" harassment, which includes making unwanted sexual advances and/or requests for sexual favors where submission is a condition of employment or where submission to or rejection of the advances or requests is used as the basis for employment decisions.

In addition to co-workers, employees are prohibited from harassing customers, guests, contractors, and any others with whom they interact in their work environment.

While harassment based on a protected category must meet certain legal standards to be unlawful, such as being "severe or pervasive," these standards do not necessarily have to be met for the Company to determine that conduct has violated Company policy. The Company's prohibition of harassment encompasses a broader range of conduct than what is prohibited by law.

PROHIBITION OF HARASSMENT (CONT.)



BULLYING

Abusive conduct, often referred to as “bullying,” is a type of conduct that may not be unlawful but is against Company policy. Bullying need not be related to a protected category. Bullying in the workplace includes repeatedly making derogatory or insulting remarks; intentional targeted isolation; serious or repeated verbal or physical conduct that could reasonably be considered threatening, intimidating or humiliating; or intentionally sabotaging or undermining another’s work performance.

COMPLAINTS AND INVESTIGATIONS

The Company strongly encourages employees to immediately speak up if they are subject to or witness conduct prohibited by this policy. Employees who believe they have been subjected to discrimination, harassment or bullying by a co-worker, guest, or other person in their workplace, or are otherwise aware of a violation of this policy, should follow the procedures outlined in the [Complaints](#) section of this Manual. These procedures include notifying a manager, Human Resources, or calling the Company Guideline.

The Company takes reports of discrimination and harassment very seriously. Managers who become aware of possible violations must notify Human Resources or Employee Relations. When the Company receives allegations of misconduct, it will conduct a fair, timely and thorough investigation that provides all parties appropriate due

process and reaches reasonable conclusions based on the evidence collected. Every complaint will be investigated in the manner and to the extent appropriate to the circumstances, and investigations will be conducted as confidentially and expeditiously as possible. Employees have an obligation to cooperate fully and to openly and honestly share information in any Company investigation.

The Company will not tolerate retaliation against an employee who has made a good-faith complaint or has cooperated with an investigation into a complaint. Employees who believe they have been retaliated against should immediately report the conduct, using one of the avenues outlined in the [Complaints](#) section of this Manual.

DISCIPLINE AND OTHER REMEDIAL MEASURES

If an investigation uncovers misconduct, the Company will take appropriate remedial measures. Any employee found to have violated this Prohibition of Harassment policy (including the prohibition of retaliation) will be subject to discipline, which may be termination.

COMPLAINTS



The Company provides multiple avenues for employees to raise concerns or complaints.

Employees are encouraged to first discuss their work-related problems with their manager but are provided various avenues of complaint if such a discussion is not productive or is not practical given the nature of the complaint.

COMPLAINTS TO MANAGERS

The Company encourages employees to first raise issues with their immediate manager, and to do so as soon as the issue arises. If this complaint does not resolve the issue, employees are encouraged to raise the issue to the next level of management. Ideally, complaints are resolved within the employee's department.

As noted in the [Prohibition of Harassment](#) policy, managers who become aware of possible violations of that policy must notify Human Resources or Employee Relations.

OTHER AVENUES OF COMPLAINT

Employees also may raise a complaint to Human Resources. Alternatively, employees may call the Company Guideline at (800) 699-4870. Complaints made to the Guideline may be made anonymously.

NO RETALIATION

The Company will not tolerate retaliation against an employee who has made a good-faith complaint or has cooperated with an investigation into a complaint. An employee who believes he or she has been retaliated against should immediately report the conduct, using one of the avenues outlined above.