



May 5, 2026

CERTIFICATE OF COMPLETION

This document certifies that Kevin Van Loo

has successfully completed the

Anti-Bullying and Harassment Training Program

This training covered essential principles of respectful conduct, workplace integrity, and the prevention of bullying and harassment, contributing to a safer and more inclusive environment for all.

We recognize this achievement and the commitment to upholding these important values.

Provided by CERBA RESEARCH

Jo Sechi Talent and Development

It is only valid for a period of 12 month(s) from the delivery date.