

Our Company is committed to providing a work environment which is pleasant for all employees to work in and which is conducive to good workplace relations.

This Policy is aimed at ensuring that employees are not subjected to any unwanted workplace discrimination and sexual harassment. Discrimination and sexual harassment in the workplace decrease productivity, increases absenteeism and is against the law. For those reasons discrimination and sexual harassment will not be tolerated by our company.

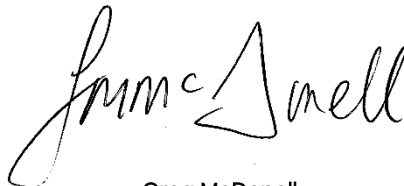
Each employee must ensure that they do not engage in discriminative or harassing behaviour towards other employees, manager, supervisors, clients or customers.

Managers and Supervisors play an important role in the prevention of workplace discrimination and sexual harassment.

- Firstly, the managers or supervisors must ensure that they do not discriminate or harass employees.
- Secondly, the managers or supervisors must ensure that their employees understand this policy.
- Thirdly, when they observe discrimination or sexual harassment they should take steps to stop it and warn the person/people involved of the consequences if this behaviour continues.

If a person approaches their manager or supervisor with a complaint about discrimination or sexual harassment they should take the appropriate steps to resolve it. If this is not possible or inappropriate then the relevant CEO/General Manager should be informed.

A breach of this Policy may result in the Company's Management conducting an investigation and applying the appropriate disciplinary action as per the company Human Resources Procedures.



**Greg McDonnell**  
Group Managing Director

Date: 22/06/2022  
Next Review: 01/07/2024