



Bullying and Sexual Harassment Policy Statement

- Commitment** | We take a firm stance on bullying and sexual harassment and breach of our policy is considered to be serious and may result in disciplinary and/or legal action against the offending person.
- Development** | We actively train our people to ensure our policy is known by our people regarding behaviours that are considered unacceptable when it comes to workplace bullying and sexual harassment.
- Compliance** | We understand that bullying and sexual harassment are unlawful under discrimination and work health and safety legislation (Acts).
- Prevention** | If you feel you are (or observe someone else) being bullied, sexually harassed or victimised, you should report your concern to your manager or HR Committee Member for assistance in management or resolution of the complaint/ grievance.
- Success** | We understand that everyone has a part to play to creating an environment that is free from bullying and sexual harassment.

Theodore Vairaktaris
Director