

Anti-Harassment, Bullying and Discrimination Policy

“

We are committed to providing a safe, respectful, and inclusive workplace. Harassment, bullying, and discrimination undermine our values and will not be tolerated. We expect our leaders, staff, subcontractors and clients to behave in a manner consistent with our values.

”

Core principles

- We believe every individual has the right to be treated with dignity, fairness, and courtesy. Respect in the workplace fosters collaboration, teamwork, and positive relationships, and ensures that all voices are heard and valued.
- We are committed to providing a work environment that is free from harassment, bullying, discrimination, and any behaviour that may harm the physical or psychological wellbeing of individuals. Safety includes both the prevention of harm and the active support of a healthy, positive work environment.
- We expect all individuals to act honestly, ethically, and responsibly in all interactions. Integrity means standing against misconduct, speaking up against inappropriate behaviour, and holding ourselves and others accountable for maintaining a respectful workplace.
- We value the diversity of backgrounds, experiences, and perspectives within our workforce and broader community. Inclusion involves promoting equity, ensuring equal opportunities, and actively working to eliminate discrimination and bias in all forms.
- We take responsibility for our behaviours and decisions. We are committed to taking meaningful action when standards are not met, addressing complaints promptly, and continuously improving our practices and policies.

To achieve these principles we ...

- Establish clear behavioural standards through this policy, our Code of Conduct, and leadership role modelling, other supporting procedures.
- Provide regular training, communication, and awareness programs on respectful behaviour, harassment prevention (including sexual harassment), and legal rights and obligations
- Foster a workplace culture that encourages people to speak up without fear of retaliation
- Respond to reports of any form of harassment, bullying, or discrimination promptly, thoroughly, confidentially, and impartially.
- Take fair, proportionate disciplinary action where inappropriate behaviour is confirmed.
- Offer appropriate support, resources, and access to grievance resolution processes for individuals impacted by unacceptable behaviour.
- Continuously review and refine our policies, procedures, and workplace culture to ensure alignment with legal standards and industry best practice.
- Engage with clients, partners, and suppliers who share our commitment to a respectful, diverse and inclusive work environment.

Leadership commitment

I am committed to ensuring that this policy is communicated, understood, accepted and successfully implemented.



Andrew Millar
MANAGING DIRECTOR