

## Harassment, Discrimination and Bullying Policy

WorkPac recognise that all employees are entitled to work in an environment in which they feel safe and supported. Harassment, discrimination, bullying, vilification and victimisation are both illegal and unacceptable in all WorkPac workplaces. We will not tolerate these kinds of behaviours, or any retribution against whistleblowers, under any circumstances.

Harassment, discrimination and bullying all have a detrimental effect on our people and workplaces, having the ability to cause harm and to impact on the effectiveness of our businesses. If this type of inappropriate behaviour occurs in our workplaces, we encourage our people to speak up about it so that we may take appropriate disciplinary action against those responsible. You should report your concerns to your manager or to the WorkPac Employment Relations Team.

WorkPac is committed to providing support and assistance to people who are subjected to harassment, discrimination or bullying in our workplaces and to those who are seeking to address it. We are also committed to providing a process for investigating complaints promptly, fairly and where lawful to do so, confidentially.

### What is Harassment?

Harassment is any unwelcome and uninvited behaviour (verbal, non-verbal, physical, written or visual) which has no legitimate workplace function, and which intimidates, humiliates or offends another person or persons. The intention of the alleged harasser or harassment is irrelevant. What is important is how a reasonable person would perceive the conduct. "I was joking" is never an excuse for harassment.

### What is Discrimination?

Discrimination is where a person or group is treated less favourably than another because of a protected attribute. Protected attributes include a person's sex, race, age, marital status, pregnancy, breastfeeding, family or carer responsibilities, disability or impairment, religion, political belief, lawful union activity or sexual preference/identity.

### What is Bullying?

Bullying is where a person or group of people repeatedly act unreasonably towards a person or a group of people and the behaviour creates a risk to an employee's psychological, emotional or physical health and safety.

Unreasonable behaviour is that which a reasonable person, having regard to all the circumstances, would see as unreasonable, including (but not limited to) teasing or practical jokes, using aggressive language, pressuring someone to behave inappropriately and/or excluding an employee from work-related activities.

For the avoidance of doubt, reasonable management action, including constructive feedback, guidance and appropriate disciplinary action, will not amount to harassment, discrimination or bullying. Reasonable management action is a necessary part of all workplaces and we actively encourage this in WorkPac.

All complaints regarding harassment, discrimination or bullying will be treated seriously and may be grounds for the dismissal of the offending person.

WorkPac have a range of reporting lines available for persons to disclose instances of sexual harassment. A complaint may be brought to your manager, a member of the WorkPac Employment Relations Team, our internal whistleblower hotline, or our external reporting body - Stoline.

Signed:



**Chief Executive Officer**

WorkPac

4<sup>th</sup> September 2023