

### Aim and Scope

The aim of this policy is to promote a culture within Fairbrother that is free from sexual harassment and a workplace that is safe and supportive for all.

This policy applies to all Fairbrother operations, and is observed by all directors, employees, agents, contractors and other workers.

This policy applies to conduct that takes place in any work-related context, including conferences, work functions, social events and business trips.

### Policy Statement

Fairbrother is fully committed to preventing and eliminating sexual harassment in the workplace, specifically:

- Not tolerating sexual harassment under any circumstances and taking firm disciplinary action if this policy is breached.
- Continually reinforcing that all employees and visitors have a right to respectful behaviour from others and that eliminating sexual harassment in the workplace is everybody's responsibility.
- Encouraging the reporting of sexual harassment and providing a transparent and supportive complaint management process.
- Treating all reports of sexual harassment seriously and promptly; with sensitivity and confidentiality.
- Ensuring that all those involved are treated with respect and dignity and are not victimised.
- Providing support for those affected by sexual harassment, both internally and externally (through EAP services); support which has no time limits.
- Reinforcing expectations and positive behaviours through regular employee awareness of the supporting procedure (Preventing & Responding to Sexual Harassment PRO-PLP-439)
- Reporting to Authorities where complaints are of a criminal nature.

### Related Documents & References

- [Our Guiding Principles VSN-CRP-108](#)
- [Workplace Behaviour Policy POL-PLP-404](#)
- [Preventing & Responding to Sexual Harassment Procedure – PRO-PLP-439](#)

### Accountability

The Executive Management Team is accountable to the Chief Executive Officer for ensuring this policy is understood and implemented.



Kurt Arnold  
Chief Executive Officer  
FAIRBROTHER PTY LTD  
9 August 2023