

Aim and Scope

This policy promotes a culture that is free from unacceptable behaviour such as bullying, discrimination, sexual harassment, vilification, violence and other forms of prohibited conduct.

This policy applies to all Fairbrother operations, all business-related activities, work off site and any other company activity regardless of location. It also applies to situations where any direct association to the company is evident even if not work related.

It is expected to be observed by all directors, employees, contractors and other workers.

Policy Statement

Fairbrother is committed to:

- Ensuring that employees, contractors, and any other people who work with us are educated and informed about what constitutes unacceptable behaviour.
- Promoting and reinforcing acceptable standards of behaviour and good conduct.
- Acting decisively to deal with employees, contractors and other people who display unacceptable behaviour.
- Providing both formal and informal complaints mechanisms to ensure that employees are provided with advice and support and a process for reporting, investigating, and resolving complaints in an appropriate manner.
- Identifying and managing cultural and systemic issues.

Related Documents & References

[Workplace Behaviour Procedure PRO-PLP-426](#)

Accountability

The Executive is accountable to the Chief Executive Officer for ensuring this policy is implemented.

Managers and Supervisors are responsible for ensuring that this policy is implemented within their area of responsibility.



Kurt Arnold
Chief Executive Officer
FAIRBROTHER PTY LTD
9 August 2023