

BULLYING & HARASSMENT POLICY

The Markwell Group is committed to providing a safe and healthy work environment in which all workers are treated fairly, with dignity and respect. Workplace bullying or harassment violence is unacceptable and will not be tolerated.

POLICY STATEMENT

This policy has been established to ensure that employees are not subjected to any form of bullying while at work.

Workplace bullying is the repeated less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate workplace practice. It includes behaviour that intimidates, offends, degrades or humiliates a worker, possibly in front of co-workers, clients or customers.

Bullying behaviours can take many different forms and may include:

- Repeated hurtful remarks or attacks, or making fun of your work or you as a person (including your family, sex, sexuality, gender identity, race or culture, education or economic background)
- Sexual harassment, particularly unwelcome touching and sexually explicit comments and requests that make you uncomfortable;
- Intimidation;
- Pushing, shoving, tripping, grabbing you in the workplace;
- Attacking or threatening with equipment, knives, guns, clubs or any other type of object that can be turned into a weapon; and

The Markwell Group will take all necessary action to ensure that bullying and violence does not occur within its operations and workplaces. Those found undertaking workplace bullying will be subject to disciplinary action.

It is a Markwell Group expectation that all persons work in a professional manner at all times and treat each other with dignity and respect.



Gavin Markwell
Managing Director