

## BULLYING, HARRASMENT AND VICTIMISATION POLICY

The purpose of this policy is to address Fleurieu Cranes Pty Ltd (FC) stand on harassment, bullying and victimisation which will not be tolerated under any circumstances. To prevent this from occurring, FC commits to informing its workforce regarding:

- Types of bullying, harassment and victimisation: (not limited to)
  - intimidation
  - handing out impossible jobs
  - repeated hurtful remarks or attacks
  - sexual harassment
  - psychological harassment
- Potential affects (not limited to)
  - be less active or successful
  - scared, stressed, anxious or depressed
  - affected relationships
  - Lack of trust
  - scared, stressed, anxious or depressed
  - affected relationships
  - want to stay away from work

Under this policy FC and all employees shall ensure the following:

- Promote a positive and supportive environment for employees to work in
- Approach all fellow employees with decency and respect
- Supervisors and managers have a leadership role and are responsible for preventing incidents and taking prompt action if breaches do occur
- No personnel shall ever spread derogatory rumours, messages, drawings etc.
- No personnel shall ever engage in any form of sexual harassment *i.e. sexual advances, inappropriate touching, remarks or jokes*
- FC shall investigate all forms of harassment, bullying and victimisation and provide a safe environment to do so

Philip Allen  
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MANAGING DIRECTOR

*Philip Allen*  
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SIGNATURE

17 JUNE 2015  
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DATE