



## Grid Group Equal Opportunity & Human Rights Policy

### Purpose and Scope

Grid Group Pty Ltd is committed to the well-being of its personnel, and to enabling them to perform their work in a safe, comfortable environment that is free from any sort of abuse, be it verbal, physical or other.

This policy is to cover Bullying, Harassment, Discrimination and Victimization which are all unlawful within Australia and will not be tolerated within Grid Group Pty Ltd.

### References

### Responsibilities

All Grid Group personnel are responsible for their own actions towards others and to allow others to perform their work without being vilified for their gender, race, age, ethnicity, religion, disability, political views, appearance or sexual orientation or any other human right. Grid Group Management reserve the right to report any criminal activity to the necessary law enforcement departments.

All personnel must;

- Not perform or engage in any sort of threat, abuse, discrimination, harassment or similar act towards any other person/s in any environment at any time, this includes whilst you are representing Grid Group either on site or at a Grid Group event or in Grid Group uniform.
- Always treat each person with respect & dignity.
- Understand that any form of abuse is can be either direct or indirect as follows
  - Suggestive behaviour
  - Suggestive comments or jokes
  - Intrusive, demeaning, non-constructive criticism and/or comments
  - Suggestive or explicit text messages, emails or other messages
  - Making inappropriate approaches on social media or other internet sites
  - Unwanted physical contact including touching, fondling, hugging or brushing up against someone.
  - Repeated and unwanted requests
  - Unfair work requests and/or practices
  - Deliberately making a person's job more difficult
- Have an understanding and compliance with this policy
- Raise any concerns regarding any form of Bullying, Harassment, Discrimination and Victimization
  - If you feel comfortable doing so, speak directly, respectfully and sensitively to the person who you believe is responsible for the behaviour
  - Or
  - Speak to the Site Supervisor and/or Grid Group Management
- Understand that any report that is made is done so in confidence



- Grid Group management are to intervene promptly, sensitively and appropriately when they are made aware of any form of abuse including but not limited to;
  - Ensuring that the person/s who have made a complaint are not victimised
  - Assist personnel to resolve any incident
  - Act fairly to all parties involved
  - Seriously consider any request from personnel for flexible working arrangement
  - Inform the necessary law enforcement departments where required

Breach of this policy may result in a formal warning, demotion, suspension or termination of work