

## Discrimination, Harassment & Bullying Policy

Meneghello recognises it is the right of every employee to be able to attend work and to perform their duties without being subjected to any form of discrimination, harassment or bullying.

Equally it is the obligation and responsibility of every employee to ensure that the workplace is free from discrimination, harassment and bullying. Meneghello is fully committed to its obligations to eliminate discrimination (direct or indirect), harassment and bullying in the workplace and in customer relations.

Workplace harassment (including sexual harassment) includes any unwanted conduct – whether physical, verbal or non-verbal – that is on the grounds of any personal characteristics and or beliefs (i.e. “attributes”).

Workplace bullying is any repeated unreasonable behaviour directed towards an employee that creates a risk to health and safety. Examples of bullying include humiliating putdowns, unreasonable rudeness, systematic targeting, and scapegoating of employees.

Any legitimate or reasonable use of performance management processes, disciplinary action, allocation of work, implementation of organisational change or downsizing, action taken to transfer or redeploy an employee or a decision not to promote an employee is not considered workplace bullying.

If an employee has doubts about any aspect of this Policy, they must seek clarification from their manager or the Managing Director. This Policy shall be reviewed periodically and disciplinary action may be taken against any employee found to have breached its principals.



Signed: .....  
Danny Meneghello  
Managing Director

Date:10/10/2017



Signed: .....  
Marty Helean  
Chief Operating Officer

Date:10/10/2017

