

Respect@Ertech

Policy

We are committed to creating a work environment which upholds dignity, diversity and respect for all employees and supports every individual's right to work safe from any form of harassment, intimidation, discrimination, vilification, bullying or occupational violence.

To meet our commitment, we will:

- Strive towards a workplace that is free from unlawful discrimination, harassment, sexual harassment, workplace bullying and victimisation, including where discrimination and harassment is based on gender, marital status, pregnancy, race, age, family responsibility, religion, sexual orientation, impairment or political conviction. Ertech recognises that this conduct can be unlawful and can constitute a risk to health and safety.
- Recognise and comply with our legislative positive duty to take reasonable and proportionate measures to eliminate, as far as possible, sex discrimination, sexual harassment, sex-based harassment, creation of a hostile workplace environment and other associated unlawful conduct.
- Clearly define and communicate what is unacceptable workplace behaviour to our employees and subcontractors.
- Ensure that employees and subcontractors comply with this policy, the Sexual Harassment policy and the Workplace Behaviours Complaints procedure.
- Ensure that employees and subcontractors understand their reporting obligations should they believe they have witnessed, or know of, any breach of this policy.
- Provide an informal and formal complaints system that gives employees advice and support and provides a mechanism for reporting, investigating and resolving complaints.
- Take disciplinary action against those who may breach this policy and/or our Workplace Behaviour Complaints procedure.



JAMES GIUMELLI
CHIEF EXECUTIVE OFFICER