



STRANDLINE

BULLYING, HARASSMENT & ANTI- DISCRIMINATION POLICY

ABN 32 090 603 642



Strandline Resources Limited (Strandline) is committed to ensuring the working environment is free from all forms of bullying, harassment, and discrimination.

Strandline shall not tolerate under any circumstances where employees are made to feel intimidated, insulted or humiliated because of their race, colour, sex, national or ethnic origin, religion, disability, sexual preference or any other characteristic specified under anti-discrimination or human rights legislation.

Strandline shall also ensure that individuals or groups of employees are not treated less favourably than others because of their race, colour, sex, national or ethnic origin, marital status, union activity, religion, disability, sexual preference or any other characteristic specified under anti-discrimination or human rights legislation.

Every Strandline employee has a responsibility to prevent workplace bullying, harassment, and discrimination.

This can be achieved by refraining from and/or reporting instances such as:

- Telling insulting jokes about particular racial groups
- Verbal abuse or comments that put down or stereotype certain groups
- Personal insults, comments, name calling or innuendo
- Offensive or bullying communications including digital communications such as Facebook, text message and e-mails;
- Making derogatory comments or taunts.
- Yelling, screaming or offensive language.
- Physical or verbal abuse
- Unjustified criticism or complaints
- Intimidation
- Spreading misinformation or malicious rumours

All complaints of bullying, harassment and discrimination at Strandline shall be considered seriously and dealt with promptly and confidentially as per the *Grievance Resolution Procedure*. The rights of both the complainant and the alleged harasser shall be respected. Any person making a claim shall be protected at all times.

Where it is proven that bullying, harassment or discrimination against an employee has occurred, disciplinary action shall be taken. Where an incident is deemed to be unlawful it shall be the choice of the individual as to whether the matter is taken further.

Refences:

Equal Opportunity Act 1984 WA

Racial Discrimination Act 1975

Disability Discrimination Act 1992

Sex Discrimination Act 1984

Age Discrimination Act 2004

Human Rights and Equal Opportunity Commission Act 1986

Fair Work Act 2009

Grievance Resolution Procedure

Approved by:	Board of Directors	Approval Date:	5 September 2023
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