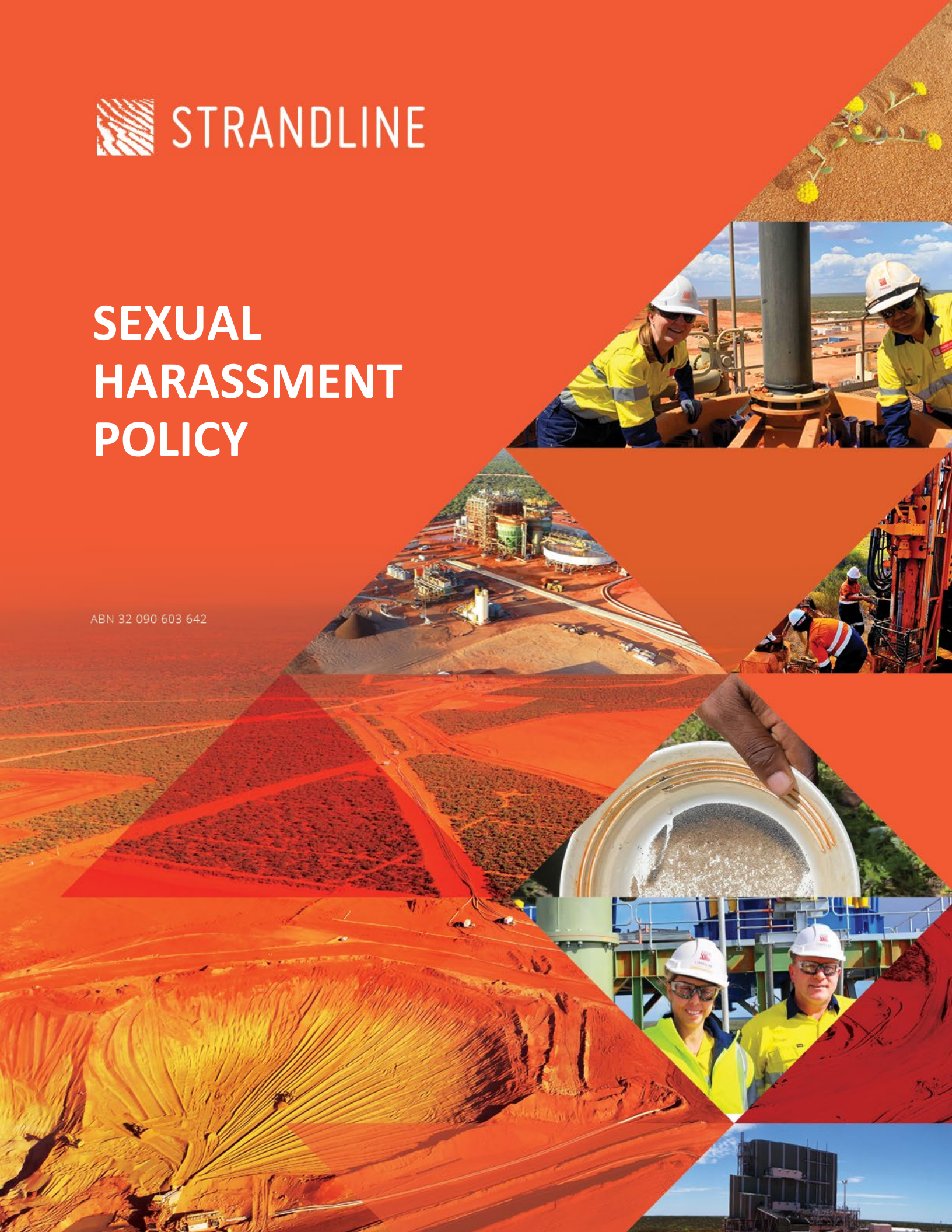




SEXUAL HARASSMENT POLICY

ABN 32 090 603 642



Strandline Resources Ltd (Strandline) is firmly committed to providing a workplace, travel to work and time off from work that is free from all forms of sexual harassment, sexual assault, and behaviour that is offensive or unwelcome.

Sexual Harassment is conduct of a sexual nature which is unwelcome and which you regard as offensive, humiliating or intimidating. This harassment may also make you feel disadvantaged if you object to it. Sexual harassment may be deliberate or unintentional. This Policy applies to all work-related contexts, including conferences, work functions, social events, travel, and regular commute rosters (FIFO), and applies to all Strandline employees, contractors, consultants, customers, clients, and suppliers.

Behaviour may include but is not limited to;

- Displays of sexually graphic material, including posters, pictures, calendars, cartoons, graffiti, or messages left on boards or desks
- Staring or leering at a person or at parts of their body
- Belittling comments on a person's anatomy, persistent demands for dates
- Body contact, such as rubbing, pinching, patting, or massaging
- Electronic mail messages, voice mail, text messages, screen savers, any material of a sexual nature downloaded from the internet or viewed on a computer, offensive telephone calls or gifts.
- Tales of sexual exploits
- Inferences regarding a person's sexual morality
- Inappropriate humour such as smutty sexist jokes or comments
- Requests for or expectations of sexual activity under threat or in exchange for favours or promises of preferential treatment

Sexual harassment may be explicit or implicit; it may be a single incident or occur over a period of time. In defining and identifying sexual harassment it is the effect of the behaviour that is relevant not the intent.

It is the impact of the behaviour on the receiver that determines whether sexual harassment has occurred. Sexual harassment does *not* refer to behaviour that is mutually acceptable to the parties involved. Friendships (whether sexual or otherwise) are a private concern. Strandline will not tolerate any form of sexual assault, sexual harassment and other inappropriate behaviours.

All complaints of sexual harassment 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 of sexual harassment shall be protected at all times.

Appropriate disciplinary action shall be taken against any employee who is found to have engaged in sexual harassment, sexual assault as well as behaviours that don't comply with Strandlines' Code of Conduct.

If you observe or feel you have been subject to any inappropriate behaviour, speak directly to your supervisor, Manager or People and Culture.

Strandline is committed to full compliance with this legislation.

References:

Sexual Harassment is unlawful under the Sex Discrimination Act 1984

Western Australian Equal Opportunity Act 1984

Grievance Resolution Procedure

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