

Policies	POL 07	 
EQUAL OPPORTUNITY, UNLAWFUL DISCRIMINATION, HARASSMENT AND WORKPLACE BULLYING POLICY		

PURPOSE

The purpose of this policy is to provide a safe, healthy, and respectful work environment in which all workers are free from discrimination, harassment, bullying, and victimisation.

Consolidated Group of Companies is committed to promptly addressing and resolving any incidents of unacceptable behaviour and to maintaining a workplace where equality, dignity, and respect are upheld at all times.

This policy also affirms Consolidated Group's commitment to equal opportunity employment and to ensuring that discrimination, harassment, and bullying are not tolerated under any circumstances.

OBJECTIVES

Consolidated Group of Companies will:

- Provide equal opportunity for all people employed by, or seeking employment with, the organisation;
- Ensure recruitment, selection, promotion, transfer, and training decisions are based on merit, skills, experience, and operational requirements;
- Ensure all workers, contractors, and suppliers are informed of acceptable and unacceptable workplace behaviours;
- Clearly define and communicate that **bullying** is repeated, unreasonable behaviour directed toward a worker or group of workers that creates a risk to health and safety;
- Communicate that bullying may occur verbally, physically, psychologically, or in written or electronic form;
- Clearly define and communicate that **harassment** is unwelcome or unreciprocated behaviour that causes a person to feel intimidated, offended, humiliated, or belittled;
- Communicate that harassment may constitute unlawful discrimination under applicable legislation, including but not limited to discrimination based on sex, race, disability, age, or other protected attributes;
- Provide accessible and confidential reporting mechanisms for workers to raise concerns without fear of reprisal;
- Ensure complaints are addressed promptly, fairly, and in accordance with procedural fairness;
- Prohibit the display or distribution of pornographic, racist, offensive, or inappropriate material in any form;
- Prohibit jokes, comments, gestures, or requests that cause embarrassment, discomfort, or offence, whether explicit or implied;
- Maintain **zero tolerance** for verbal abuse, physical abuse, threats, or intimidation of any kind.

RESPONSIBILITIES

Management

- Ensure this policy is implemented, communicated, and reviewed;
- Exercise due diligence in accordance with Work Health and Safety legislation;
- Ensure appropriate action is taken where breaches of this policy occur.

Supervisors

- Ensure workplace behaviours align with this policy;
- Take immediate and appropriate action when unacceptable behaviour is observed or reported;
- Support workers in accessing reporting and resolution processes.

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Employees, Contractors, and Suppliers

- Comply with this policy and all relevant procedures and codes of practice;
- Treat others with dignity and respect at all times;
- Report any incidents, concerns, or non-conformances in accordance with reporting procedures.

RELATED PROCEDURES

Procedures supporting this policy are detailed in:

- Employee Handbook (M1)
- Integrated Business Manual (M2)

COMMITMENT

This policy applies to all management, employees, contractors, labour hire personnel, visitors, and suppliers engaged by Consolidated Group of Companies.

Breaches of this policy may result in disciplinary action, up to and including termination of employment or contract.

Approved



Theo Tsorvas

Director

Date 13.12.2025