

Bullying & Harassment Policy

Policy Statement

Aroshy is committed to providing a workplace that is safe, respectful, and free from bullying, harassment, and victimisation. We recognise that such behaviour undermines workplace health, safety, and performance, and will not be tolerated in any form. This policy supports our obligations under the *Work Health and Safety Act 2011 (NSW)*, the *Fair Work Act 2009 (Cth)*, and relevant anti-discrimination legislation.

Scope

This policy applies to all employees, contractors, subcontractors, suppliers, clients, and visitors engaged with Aroshy across all worksites and business operations.

Definitions

- **Bullying:** Repeated, unreasonable behaviour directed towards a worker or group that creates a risk to health and safety (e.g. verbal abuse, exclusion, intimidation, excessive scrutiny).
- **Harassment:** Unwelcome behaviour that demeans, offends, or humiliates a person (e.g. sexist, racist, or inappropriate remarks).
- **Sexual Harassment:** Unwelcome conduct of a sexual nature that makes a person feel offended, humiliated, or intimidated.
- **Victimisation:** Treating someone unfairly for making or supporting a complaint.

Key Principles

- Every worker has the right to a safe, respectful, and inclusive workplace.
- Bullying, harassment, or victimisation of any individual or group — particularly vulnerable groups such as apprentices, migrants, women, First Nations workers, and people with disabilities — is strictly prohibited.
- Managers and supervisors are responsible for modelling respectful behaviour and addressing issues immediately.
- Workers are encouraged to speak up, knowing complaints will be handled promptly, confidentially, and without retaliation.

Responsibilities

- **Management:** Provide training, enforce this policy, and investigate complaints fairly.
- **Supervisors:** Monitor workplace conduct and act immediately on unacceptable behaviour.
- **Employees & Contractors:** Treat others with dignity and respect, and report bullying or harassment if it occurs.

Reporting & Resolution

- Complaints can be raised with supervisors, management, or HR (where applicable).
- Reports will be taken seriously, investigated promptly, and resolved in line with natural justice.
- Support will be provided to affected workers throughout the process.

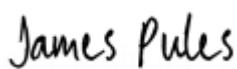
Consequences of Breach

Bullying or harassment may result in disciplinary action, termination of employment, or subcontractor contract cancellation. In serious cases, it may be referred to external authorities.

Review

This policy will be reviewed annually to ensure effectiveness and compliance with workplace laws and community standards.

Approved by:



Director, Aroschy Pty Ltd
01/10/25