

Sexual Harassment Policy

WorkPac is committed to protecting and promoting the right of every employee to work in an environment which is free from hostility, discrimination and harassment on the basis of sex. WorkPac has zero tolerance for this behaviour, or for any action taken against those trying to stop it.

WorkPac recognises its obligation to build and foster safe working environments for its employees. Every one of us has a responsibility to treat each other with respect, act in a professional manner, and speak up when instances of sexual harassment are experienced, witnessed, or brought to our attention.

What is Sexual Harassment?

Sexual harassment is any unwelcome or unwanted conduct of a sexual nature where a reasonable person would have anticipated that the person harassed would feel offended, humiliated or intimidated. **Behaviour may be perceived as unwelcome, even where it is not explicitly rejected.** It should not be assumed that behaviour is consensual simply because the individual has not complained about it.

Behaviour based on mutual attraction, friendship and respect that is invited, consensual or reciprocated will not constitute sexual harassment.

What Behaviour Amounts to Sexual Harassment?

Sexual harassment can involve one or more incidents and the behaviour may be physical, verbal or non-verbal. Examples include (but are not limited to):

Physical Conduct

- Unnecessary physical contact (i.e. patting, tickling, hugging, inappropriate touching); and
- Behaviour that may be considered a criminal offence i.e. sexual assault, indecent exposure, stalking.

Verbal Conduct

- Unwelcome questions or comments about a person's sex life, appearance or dress;
- Sexual or suggestive comments;
- Sexually explicit conversation; and
- Unwanted social invitations or requests to go on dates.

Non-Verbal Conduct

- Whistling, staring or leering;
- Offensive or suggestive body language; and
- Displaying or sharing inappropriate or offensive content.

WorkPac have a range of reporting lines available for persons to disclose instances of sexual harassment. A complaint may be brought to your manager, a member of the WorkPac Employment Relations Team, our internal whistleblower hotline, or our external reporting body - Stopleveline.

If you, or any other employee that you are aware of, are experiencing sexual harassment, discrimination on the basis of sex, or being victimised for reporting such behaviour, WorkPac strongly encourage you to disclose this information so that WorkPac may put a stop to this conduct. All complaints will be treated seriously, promptly, and - to the extent permitted - confidentially.

Signed:



HAMISH GRIFFIN
Chief Executive Officer

WorkPac
4th September 2023