

WORKPLACE VIOLENCE, AGGRESSION AND BULLYING POLICY

Pacific Industrial Company does not accept workplace violence, aggression or bullying of any kind by employees, apprentices, clients, sub-contractors or visitors.

It is Company policy to provide an environment where people:

- Are treated with dignity, courtesy and respect
- Can work without distress or interference caused by workplace violence, aggression or bullying

Workers are advised at induction to report instances of violence, aggression or bullying or to management as soon as practicable.

Bullying types of behaviour can include:

- Verbal abuse
- Excluding or isolating employees
- Intimidation
- Practical jokes

Violence or Aggression can include:

- A threat to harm an individual or group
- Striking, kicking, scratching, biting, spitting or any other type of direct contact
- Throwing objects
- Pushing, shoving, tripping or grabbing
- Any form of indecent physical contact
- Attacking with knives, guns, clubs or any other type of weapon

What is not workplace bullying – It is important to note the difference between a person's legitimate authority at work and workplace bullying. As an employer, Pacific Industrial Company has a legal right to direct and control how work is performed. Managers and supervisors have a responsibility to monitor workflow and give feedback on performance.

Management will deal promptly with all cases in accordance with the company's dispute and grievance resolution procedure and will not tolerate retaliation or victimisation of people who report workplace bullying or violence.

Dated this 5th day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is positioned above the printed name and title.

Marco Mosole
Managing Director