



ANTI-DISCRIMINATION, HARASSMENT AND BULLYING POLICY

This document outlines the Downer policy for Anti-Discrimination, Harassment and Bullying. This policy applies to all Downer workers' behaviour during on-site, off-site, or after-hours work, official work-related social functions and use of social media and other online communication platforms.

OUR PURPOSE

Our purpose is to be committed to a workplace that embraces diversity and is free of unlawful or other inappropriate behaviour. We do not tolerate any form of bullying, unlawful discrimination, or harassing behaviour.

These behaviours are disruptive to the well-being of our people, the success of our business and affects the performance and safety of everyone.

OUR OBJECTIVES

Management, employees, and others engaged to perform work for or on behalf of Downer are actively engaged in and committed to:

- maintaining and promoting a workplace environment where all Downer workers and customers are treated with fairness, dignity and respect aligned to the **Standards of Business Conduct**
- implementing training and awareness strategies to ensure that all employees know their rights and responsibilities, and have the confidence to act in response to inappropriate behaviour
- encouraging the reporting of behaviour that breaches this policy, and providing protection from victimisation for people who are involved in raising or investigating complaints
- providing an effective procedure based on the principles of natural justice for dealing with complaints
- ensuring all complaints of workplace bullying, unlawful discrimination and harassment are treated sensitively, professionally, promptly, fairly, and confidentially
- treating employees based on their merits at every stage of the employment relationship, including recruitment, performance development, promotion, and termination
- implementing strategies across the business that support and promote the principles of this policy
- promoting and modelling appropriate standards of behaviour always; and
- providing a safe workplace that minimises the risk of physical and psychological harm.

Peter Tompkins
CEO and Managing Director
Downer Group