

The Company is committed to providing a safe, respectful, inclusive and dignified working environment for all employees, workers, customers, visitors and third parties. We expect everyone who works with us or on our behalf, including suppliers, contractors, subcontractors, consultants and their representatives, to conduct themselves professionally and to treat others with courtesy and respect at all times.

The Company operates a zero-tolerance approach to harassment, discrimination, bullying, victimisation and sexual harassment, including where such behaviour is carried out by a third party. Behaviour that creates, or could reasonably be considered to create, an intimidating, hostile, degrading, humiliating or offensive environment will not be tolerated.

Third-party harassment may include, but is not limited to, unwanted physical contact, sexual comments or gestures, offensive or abusive language, inappropriate material, repeated unwanted attention, bullying, threats, victimisation, or comments relating to a person's appearance, body, gender, sexual orientation, race, religion, age or disability.

Suppliers and contractors must take reasonable steps to ensure that their employees, workers and representatives understand and comply with this policy statement. Any incident, complaint or concern relating to harassment, discrimination or inappropriate conduct must be reported immediately to an authorised representative of the Company.

Suppliers and contractors are required to cooperate fully with any investigation relating to alleged harassment, discrimination, bullying, victimisation or inappropriate behaviour involving their personnel or representatives.

Where a supplier, contractor or any of their representatives breaches these requirements, the Company reserves the right to take appropriate action. This may include removing the individual from site, refusing future access to Company premises, requiring the individual to be replaced, suspending work or services, terminating the contract or agreement without liability, and reporting serious matters to the relevant authorities where appropriate.

By working with the Company, suppliers and contractors acknowledge and agree to support our commitment to preventing third-party harassment and maintaining a workplace culture that is safe, inclusive and free from harassment, including sexual harassment.