

HARASSMENT, DISCRIMINATION & BULLYING POLICY

The Envar Group of Companies is aware of its responsibility to its workforce, its subcontractors and its clients and suppliers, to provide a safe and healthy work environment that is free from Harassment, Discrimination and Bullying in accordance with the provisions outlined in the Occupational Safety and Health Act (1984) and Occupational Safety and Health Regulations (1996)

Envar will not tolerate any form of Harassment, Discrimination or Bullying under the following definitions:

Harassment

Unwanted, uninvited and inappropriate behaviour based on a person's sex, race or disability.

Discrimination

Treating a person less favourably on the basis of one or more of the following characteristics as provided for by the relevant legislation:

- Sex
- Marital Status
- Sexual Orientation
- Pregnancy or Potential Pregnancy
- Family Responsibilities
- Race
- Religion
- Age
- Disability or Impairment

Other grounds of unlawful discrimination may exist.

Bullying

The repeated, unreasonable or inappropriate behaviour directed towards a worker, or a group of workers which creates a risk to health and safety.

Bullying can include behaviour that intimidates, offends, degrades or humiliates a worker, in front of, but not limited to, co-workers, clients or customers.

An employee who engages in any conduct that constitutes sexual or other harassment, discrimination, bullying or victimisation in violation of this policy will be subject to appropriate disciplinary action, including termination of employment.



JOE BURMAZ
MANAGING DIRECTOR

3rd August 2016