

POLICY | Bullying, Harassment & Equal Opportunity

Dynaflow values equal employment opportunity and are committed to providing all workers with a healthy and safe workplace free from bullying and harassment. Workplace bullying is defined as repeated, unreasonable behaviour directed toward a worker or group of workers that creates a risk to health, welfare and safety and may include:

- Threatening or intimidating comments
- Verbal or physical assault
- Victimisation
- Bullying and harassment
- Racial or sexual comments
- Disability

Any worker who experiences or witnesses bullying should report the incident as soon as possible to their manager which will be investigated fairly and without bias. Where necessary, a formal investigation will be undertaken and disciplinary action, in line with our current procedures, may result.

Every manager and worker has a responsibility to comply with this policy and to treat everyone who works at Dynaflow with dignity and respect. It is important to note that any worker who breaches the company's Bullying and Harassment Policy will be subjected to the company's disciplinary procedures. Such a breach may place your continued employment in jeopardy.

This policy will be reviewed in consultation with relevant persons at regular intervals (annually), or sooner when deemed necessary to ensure it remains relevant and current.



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