

WORK PLACE HARASSMENT POLICY STATEMENT

In keeping with our requirements to provide and maintain a safe and healthy place of work, for all the employees of RPS Projects Pty Ltd, the following policy statement is made concerning Work Place Violence /Harassment & Bullying.

Harassment, violence & work place bullying pose a serious threat to an employee's ability to function safely and properly in the work place. RPS Projects Pty Ltd will not be tolerating any form of harassment, violence or the use of stand-over tactics at any time.

Employees or other people for whom we take responsibility as an employer, who are observed to be in breach of this policy will be subject to the company's disciplinary procedures and, depending on the circumstances; their behaviour may be treated as serious misconduct.

All employees are encouraged to report incidents of this nature without fear of reprisal or discrimination.

Affected employees who are observed to be in breach of this policy will be cautioned and removed from the workplace immediately

Counselling, including the provision of independent and confidential external counselling, professionals will be offered as appropriate.

Personal leave or leave without pay may be negotiated to enable rehabilitation and counselling.

No one will be disadvantaged in the workplace as a result of an employee undertaking a counselling and rehabilitation program

Tim Vines

Managing Director