



Violence, Harassment and Bullying Policy

We are committed to providing a workplace environment that is free from violence, harassment and bullying of any kind.

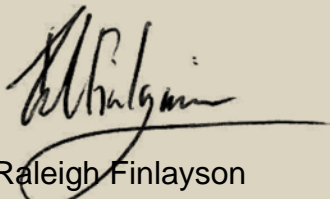
We believe everyone has the right to attend the workplace without the risk of bullying, harassment (including sexual harassment) or violent behaviour.

Principles guiding our approach to violence, harassment and bullying:

- Treating all personnel with respect
- Developing awareness about the impact of certain behaviours
- Ensuring there is agreement and acceptance of what constitutes appropriate behaviour at work
- Condemning any action, statement, or behaviour that by its nature or intent constitutes violence, harassment or bullying of any type
- Ensuring our workplaces are free from the misuse of power and authority
- Encouraging the reporting of behaviour that is in contravention of this Policy in accordance with the Counselling and Disciplinary Procedure
- Ensuring any person found to be in contravention of this Policy faces disciplinary action in line with the Counselling and Disciplinary Procedure
- Ensuring no person is subject to ridicule, chastisement, alienation or any form of discriminatory behaviour as a result of reporting behaviour that is in contravention of this Policy
- Providing access to free and confidential third party counselling service via the Employee Assistance Program
- Fostering a culture that aligns with our Core Values of Safety, Attitude, Communication, Delivery and Courage

This policy applies to all Directors, employees and contractors at all of our operations.

This policy will be reviewed no later than two years from the below date.



Raleigh Finlayson
Managing Director

Date: 15 June 2018

Saracen Mineral Holdings Limited