

PYBAR MINING SERVICES PTY LTD (PYBAR) is committed to providing all employees with equal opportunities within a safe and productive work environment, free from bullying, harassment and discrimination, and violence in accordance with our Values and Code of Conduct

PYBAR employees, contractors and visitors are expected to behave in a manner that reflects the Company's values and encourages and recognises the contribution that employees and contractors make to the business.

The Company considers that any bullying or unlawful behaviour by or towards our employees, contractors, suppliers or clients is unacceptable. It will not be tolerated under any circumstances and is unlawful under State and Federal Anti-Discrimination legislation.

Employees must not, under any circumstances behave in a manner that could reasonably lead to another person being injured, humiliated, intimidated or offended. Disciplinary action will be taken against anyone found to have breached this policy in accordance with PYBAR's disciplinary procedure.

No employee will be penalised or disadvantaged as a result of raising concerns or complaints relating to discrimination, harassment, bullying and / or violence in the workplace.

Employees must not, under any circumstance display discriminatory behaviour towards others in the workplace due to that person's or group of people's beliefs, physical appearance, race, colour, national or ethnic origin, gender, pregnancy or marital status, age, disability, religion, sexual preference, or some other characteristic specified under the Anti-Discrimination or Human Rights legislation.

Employees must not, under any circumstance commit unlawful harassment of others in the workplace. This includes displaying behaviour towards others that is intimidating, insulting or humiliating others because of their race, colour, national or ethnic origin, gender, disability, sexual preference or some other characteristic specified under the Anti-Discrimination or Human Rights legislation.

Employees must not, under any circumstance display bullying behaviour towards others in the workplace. Such behaviour includes physiological abuse and / or verbal / physical assault that intimidates, offends, degrades or humiliates a person or group.

Workplace violence is aggressive verbal, emotional and / or physical abuse that intimidates, humiliates and / or undermines a person and / or group and will not be tolerated by the Company.

Managers and Supervisors have a Duty of Care in ensuring that proper standards of behavior are maintained; to investigate complaints, and to take prompt, effective remedial / disciplinary action.



Brendan Rouse
Chief Executive Officer
PYBAR MINING SERVICES PTY LTD

Date: 19/07/2017