



HARASSMENT POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations and Maintenance of Surface Mining Plant*.

Global Civil and Mining regards any workplace harassment as a serious breach of legislation and this Policy. Global Civil and Mining supports the right of individuals to be free from harassment while engaged in activities undertaken as part of their employment. Consistent with legislation, Global Civil and Mining has a zero tolerance towards behaviour that is unwanted abusive, offensive, intimidating or humiliating.

To implement this Policy we will:

- Ensure all employees are treated fairly and are not subject to any form of discrimination.
- Ensure complainants or witnesses are not victimised in any way.
- Treat any reports of discrimination, victimisation and sexual harassment seriously and investigate promptly, confidentially and impartially.
- Develop effective measures for the resolution of complaints.
- Take disciplinary action against anyone who discriminates against, bullies, victimises or sexual harasses another.

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.

A handwritten signature in black ink, appearing to read 'Kane', written over a light grey circular watermark.

Kane Blackburn
Managing Director
14th March 2023