![rsg REAY SERVICES GROUP logo]

# SEXUAL HARASSMENT POLICY

Reay Services Group is a pipeline construction, mining services, civil and trenching company that consistently delivers quality services to customers.

Federal and State legislation make sexual harassment unlawful. Sexual harassment is essentially unwelcome sexual attention or unwelcome conduct of a sexual nature.

At Reay Services Group, we are committed to the prevention of any form of sexual harassment at the workplace or at any place where work-related activities are performed (including at social functions).

This policy applies to all employees in their relationships with each other, with applicants for employment with Reay Services Group and with persons who have dealings with Reay Services Group. It applies in terms of the relationships that employees have with both internal and external customers, students, staff members and sales representatives.

All employees have a right to be treated equitably and without harassment occurring in the workplace.

All employees have the responsibility to respect the rights of fellow employees, by not taking part in any action that may constitute harassment.

Sexual harassment will not be tolerated by Reay Services Group under any circumstances.

We will achieve our objective of zero tolerance to sexual harassment by:-
• Compliance with the Sex Discrimination Act 1984 and all other relevant laws and regulations;
• Being responsive to any allegation of suggestion of sexual harassment in the workplace by taking appropriate steps under our Behaviour Management Procedure.

This policy should be read in conjunction with our Equal Opportunity Policy and the Behaviour Management Procedure.

Discrimination, harassment and bullying are unlawful, inappropriate and unsafe and will not be tolerated at Reay Services Group.

This policy shall be reviewed on an as required basis and in accordance with QMS-REG-018 – HSEQ Audit Schedule.

**Brett Reay**
Managing Director