



**GR ENGINEERING SERVICES LIMITED**  
ENGINEERING CONSULTANTS AND CONTRACTORS



## ANTI BULLYING POLICY

GR Engineering Services Limited (GRES) is committed to providing a workplace that is free from bullying.

Bullying is defined as “repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work/or in the course of employment, which could reasonably be regarded as undermining in the right to dignity at work”.

GRES believes that workplace bullying and occupational violence is totally unacceptable. GRES will take all reasonable and practicable steps to ensure that bullying and violence does not occur in the workplace. Those that are found undertaking workplace bullying will be disciplined.

It is a GRES expectation that all staff will work in a professional manner at all times and to treat each other with dignity and respect.

A handwritten signature in black ink, appearing to read 'Joe Ricciardo', written over a white background.

**JOE RICCIARDO**  
**MANAGING DIRECTOR**

1 July 2011