



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



RESPECT AT WORK POLICY

GR Engineering Services Limited (GRES) will ensure that all personnel work in an environment in which they have opportunity to develop their skills to the highest level free from discrimination, bullying or harassment.

Promoting equal employment opportunity and eliminating discrimination and harassment in the workplace is the responsibility of every employee, supervisor and manager and extends to GRES contractors and subcontractors.

The purpose of this policy is to:

- Maintain a workplace free from all forms of discrimination and harassment.
- Comply with anti-discrimination, bullying and harassment legislation.
- Maintain ongoing awareness to this policy through training and education; and
- Provide a mechanism whereby all personnel feel comfortable to discuss issues which may arise.

GRES believes that workplace discrimination, bullying, and harassment is totally unacceptable and will take all reasonable and practicable steps to ensure that there are no occurrences in the workplace.

GRES management will ensure sound work practices and behaviours are part of all employees' daily duties and encourage all employees to work in a professional manner and to treat each other with dignity and respect, always.

TONY PATRIZI
MANAGING DIRECTOR

5th February 2024
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