



# HARASSMENT, UNLAWFUL DISCRIMINATION & WORKPLACE BULLYING POLICY

Lunar Mining is committed to providing a workplace free from discrimination, sexual harassment and bullying. Behavior that constitutes discrimination, sexual harassment or bullying will not be tolerated and will lead to appropriate disciplinary action taken, which may include dismissal

The company believes that all employees are entitled to work in an environment free from all types of inappropriate behaviour.

Lunar Mining is committed to supporting staff that are subjected to harassment, unlawful discrimination and workplace bullying and to providing a process that will investigate complaints, promptly, confidentially and objectively.

For the purposes of this policy, the following definitions apply:

## **HARASSMENT**

- Harassment is any uninvited, unwelcome behaviour directed at another person and includes Sexual Harassment. The person who determines whether such behaviour is unwelcome is the person subjected to the behaviour
- It includes unwelcome conduct of a sexual nature in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated
- Harassment may involve a single incident or a series of incidents. In other words there does not have to be a number of incidents before the behaviour may be regarded as harassment

## **UNLAWFUL DISCRIMINATION**

- Unlawful Discrimination is defined as treating one person less favourably than another in circumstances that are the same or similar, and on grounds that are not relevant to the situation. Discrimination based on a person's sex, race, age, marital status, pregnancy, family responsibilities, disability/impairment, religion, political belief, lawful union activity or sexual preference is unlawful and will not be tolerated.

## **WORKPLACE BULLYING**

- Workplace Bullying is defined as the repeated less favourable treatment of a person by another or others within the workplace, which may be considered unreasonable and inappropriate workplace practice. Workplace bullying includes behaviour that intimidates, offends, degrades or humiliates a worker.

All harassment, unlawful discrimination and workplace bullying complaints will be treated seriously and complaints will be investigated impartially in a prompt and confidential manner. Employees will not be victimised or treated unfairly for raising an issue or making a complaint.

Signed:

Handwritten signature of Brad Comiskey in blue ink.

Brad Comiskey  
Director

Handwritten signature of Glenn Dickson in blue ink.

Glenn Dickson  
Director