



## Anti-Violence Policy

The Board of Directors of Shaw Contracting (Aust) Pty Ltd is committed to a zero-tolerance approach towards violence against any person in the workplace in its interactions with employees, visitors, contractors or agents.

### Policy Aims

The aims of this policy are to:

- a) demonstrate Shaw Contracting's zero-tolerance approach to violence; and
- b) ensure that our people (including employees, contractors and visitors) understand their obligations and do not engage in violence in the workplace.

### Coverage

This policy covers and applies to employees, contractors and visitors at our workplaces in relation to:

- a) behaviour at our workplaces;
- b) the performance of work for or in connection with Shaw Contracting; and
- c) conduct outside our workplace or working hours if the conduct:
  - I. is likely to cause serious damage to working relationships between Shaw Contracting, employees, contractors or visitors or clients; or
  - II. is incompatible with an employee or contractor's duty to Shaw Contracting or their employment relationship or engagement; or
  - III. damages or is likely to damage Shaw Contracting's interests or reputation.

### Requirements

- a) Employees, contractors and visitors must comply with this policy.
- b) Violence in circumstances covered by this policy will not be tolerated.

### What is violence?

Violence may include but is not limited to:

- a) threatening to kill or hurt a person or their family; assault; throwing objects at or near people in anger;
- b) acts of aggression, challenging behaviour and physically blocking a person's free movement;
- c) causing physical injury to another person;
- d) making threatening remarks;

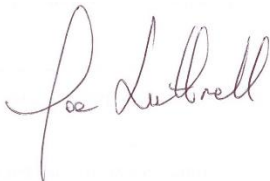
- e) acting out in an aggressive or hostile manner that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
- f) intentionally damaging Shaw Contracting's property or property of another;
- g) possessing a weapon while on Shaw Contracting property or business; and/or
- h) domestic violence or sexual misconduct.

### **Response to violence**

- a) Shaw Contracting has a zero tolerance approach to violence.
- b) Any acts of violence may create an unreasonable risk to health and safety to others and may pose an unreasonable risk to Shaw Contracting's reputation.
- c) Shaw Contracting considers that violence is not a standard that is acceptable for any person to maintain an ongoing level of trust and confidence with Shaw Contracting or the people who make up Shaw Contracting.
- d) Notwithstanding all the above, joking about engaging in violence (with or without intent) or making a threat of violence against someone or their property even if it is intended in jest is also unacceptable.

### **Breach of Policy**

- a) People who breach this policy may be subject to appropriate disciplinary action in accordance with the Disciplinary Policy (for employees), or removal from the workplace or termination of services (for contractors or visitors).
- b) Breaches of this policy may also amount to a breach of the law and be reported to the police and any other appropriate authority.



**Joe Luttrell**  
**Chief Executive Officer**  
**Shaw Contracting (Aust)**