

RESPECTFUL BEHAVIOURS POLICY

Bright Group (including all subsidiary entities) supports an inclusive culture where our people feel psychologically safe while at work and treat each other with respect. This includes ensuring our employees, contractors, visitors, and community members are part of a workplace that is free from inappropriate behaviour, bullying, harassment, and discrimination and where everyone is treated with respect and dignity.

Bright Group considers workplace harassment, discrimination and bullying unacceptable, and will not tolerate behaviours of this nature in any form under any circumstances on its worksites or while representing Bright Group at any location.

Workplace health and safety legislation requires employers to provide a working environment in which personnel are not exposed to hazards. A workplace hazard can include bullying, and Bright Group will treat workplace bullying in the same way it treats all other hazards in the workplace.

Anti-discrimination legislation requires Bright Group to provide a workplace free of harassment and discriminatory behaviour. Bright Group is committed to ensuring that the workplace is free from harassment, discrimination and bullying, and that personnel are not subjected to treatment that is hostile and unprofessional.

The core principles within Bright Group are to:

- Ensure that everyone is provided with a workplace which is free from disrespectful behaviour including bullying, harassment, and discrimination and where equal employment opportunities are supported and encouraged in the workplace.
- Provide all individuals and their leaders with a framework to discuss and resolve disrespectful behaviours, bullying, harassment, and discrimination issues that may arise in the workplace.
- Provide a process for employees to raise concerns if they believe they have been bullied, harassed, or discriminated against.
- Ensure that all issues are dealt with in a sensitive, consistent, and timely manner.
- Ensure that all employees who raise genuine concerns are not adversely impacted; and
- Ensure employees are treated with respect and equality, and that confidentiality is maintained throughout any disciplinary or investigation process that may arise.

All complaints of non-respectful behaviour will be treated seriously, promptly and privately without victimisation. Appropriate action will be taken against personnel behaving in a manner which contravenes this policy, and this may include disciplinary action including dismissal.

A handwritten signature in black ink, appearing to read 'Stephen Easterbrook'.

Stephen Easterbrook
Managing Director

