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### Violence and Bullying Policy

DeMartini Fletcher is committed to providing a safe workplace for all employees. The welfare of our employees, contractors, customers, visitors and the general public is our first priority.

Workplace violence and bullying is when a person subjects another to degrading behaviour ranging from verbal abuse or threats to actual physical violence. Workplace violence and bullying will not be tolerated within the organisation or directed to workers from outside the organisation.

To achieve the objectives of our policy we will:

- Comply with all legislative requirements relating appropriate behaviour in the workplace and the provision of a safe workplace.
- Consult with employees and ensure that they are aware of the standard of behaviour expected and the procedures for the management of violence and inappropriate behaviour.
- Provide information and training to workers about the potential impacts that violence and bullying can have on the health and safety in the workplace.

Ensure a secure environment for reporting violence, bullying and threats so that appropriate action can be taken.