Perenti

Eliminating Sexual Harassment
Position Statement

OUR POSITION

We recognise that a safe and inclusive work environment is key to Our Purpose of creating enduring value and certainty. How we achieve a safe and inclusive workplace matters to us. We never accept any behaviour, that is unacceptable or contrary to Our Principles, our Code of Conduct, our Inclusion and Diversity Policy or our Health, Safety & Environment Policy.

Sexual harassment will not be tolerated at Perenti as it is the wrong thing to do, is not aligned to Our Principles and is a serious risk to the health, wellbeing and safety of our people.

Sexual harassment is usually defined as unwelcome conduct of a sexual nature where a reasonable person would expect the person to feel uncomfortable, offended, humiliated or intimidated. This may include unwelcome sexual advances, making sexually suggestive comments or jokes, the use of explicit or implicit sexual overtones, requests for sexual favours and other verbal, written, emailed or physical conduct of a sexual nature.

It is the impact to others, not the intent that matters.

OUR EXPECTATIONS OF EVERYONE

- We always look out for our workmates. If you see or hear something that doesn't look or feel like it supports an inclusive, respectful and safe workplace, you have a responsibility to always speak up.
- We don't stand by and say nothing while our workmates are not being treated respectfully. We always Walk in Their Shoes.
- We expect our people to show good judgement in any situation and behave in accordance with Our Principles.

NO SHORTCUTS

NEVER WASTEFUL

SMARTER TOGETHER

WALK IN THEIR SHOES

ENABLE TOMORROW

SMARTER TOGETHER SAFER TOGETHER

perenti.com

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OUR PERSONAL LEADERSHIP COMMITMENT:

- We will listen. We will learn and we will seek to understand. Together, we will continue to build a culture of trust and psychological safety that supports everyone to safely speak up.
- We will proactively seek out and take strong action to address any unacceptable behaviour.
- We support and care for those that are impacted by unacceptable behaviour.

OUR ORGANISATIONAL COMMITMENTS:

- We have a moral and legal obligation to ensure the safety and well-being of others.
- We have a clear and consistent position on expectations of behaviour as outlined in Our Principles, Code of Conduct, Inclusion and Diversity Policy and our Health Safety & Environment Policy.
- We will maintain a confidential avenue for our employees, contractors or suppliers to 'speak up' against unacceptable behaviour.
- We actively identify and control risks to our people's health, wellbeing and safety within the work environment.
- We investigate any allegations swiftly, confidentially and demonstrate sensitivity to those affected, and we communicate the outcomes in a timely and appropriate manner.
- We won't tolerate any form of retaliation or exclusion against anyone who raises a concern.

OUR SUPPORT FOR THOSE IMPACTED

We encourage those impacted by unacceptable behaviour to raise their concerns through one of the following means:

- YOUR LEADER
- YOUR PROJECT OR OPERATIONS MANAGER
- HR REPRESENTATIVE
- SPEAK UP HOTLINE

Perenti Employee Assistance Program is available 24 hours a day to provide support to any of our employees and their family members.

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