

Vintian Construction is an Equal Opportunity Employer (EEO) and asserts that all people should have the right to work and advance on the bases of merit and ability, regardless of their race, sex, colour, religion, disability, national origin, or age. Vintian is also committed to providing a workplace free from discrimination, harassment, and bullying, and upholding relevant statutory laws.

Vintian will not tolerate any form of discrimination, harassment, or bullying in the workplace, at work-related functions, while travelling on company business, in work-related accommodation, or anywhere there is a connection with the business. We value the diversity of our workforce and are committed to fostering a fair and equitable environment where all people are treated with dignity and respect.

Our Commitment

- Promote equal opportunity and ensure employment decisions, including recruitment, promotion, and remuneration are based on merit and the inherent requirements of the role.
- Maintain a workplace free from all forms of discrimination, harassment, bullying, and victimisation.
- Provide training, support, and awareness to help all personnel understand and uphold their obligations under this Policy.

Harassment and Bullying

Harassment is any unwanted behaviour that offends, humiliates, or intimidates a person, including verbal abuse, unwelcome sexual advances, offensive jokes, or conduct related to a protected attribute (race, sex, age, disability, religion, etc.). Bullying is repeated, unreasonable behaviour directed at a worker or group that creates a risk to health and safety, including aggressive conduct, belittling, exclusion, or unreasonable work demands. A single serious incident may constitute harassment. Reasonable management action taken in a fair and constructive way does not constitute bullying.

Workplace Violence and Aggression

Vintian treats workplace violence and aggression as a serious health and safety matter and will not tolerate it in any form, whether directed at workers, clients, contractors, or members of the public. Aggression includes verbal abuse and threats of violence; physical violence such as hitting, slapping, spitting, scratching, pinching, or kicking; and aggression directed at property or equipment, such as throwing or damaging property or deliberately misusing vehicles or plant.

Aggressive behaviour will be treated as a breach of workplace health and safety requirements and managed through the disciplinary process, which may include formal warnings and, where the behaviour continues, termination of employment or engagement. Conduct that amounts to assault is serious misconduct and may result in summary (instant) dismissal. Complaints of workplace violence or aggression will be fully investigated in accordance with the complaint process below, and where behaviour may constitute a criminal offence, Vintian may involve the police.

Our Responsibilities

- Treat all colleagues, clients, and contractors with dignity, courtesy, and respect at all times.
- Maintain a high standard of professional conduct and refrain from any behaviour that constitutes discrimination, harassment, bullying, or victimisation.
- Managers and supervisors must act promptly on any complaint or observed behaviour inconsistent with this Policy and must not allow concerns to go unaddressed.
- Comply with this Policy, applicable legislation (including the WA Equal Opportunity Act 1984 and Sex Discrimination Act 1984), and all related company standards.

Raising a Complaint

Any worker who believes they have experienced or witnessed discrimination, harassment, or bullying is encouraged to raise a complaint as early as possible. Complaints should be directed to a supervisor, manager, or Directors. All complaints will be treated seriously, handled with confidentiality, and investigated promptly and fairly in accordance with natural justice. Victimisation of a person who raises a complaint in good faith will not be tolerated and is itself a breach of this Policy.

We encourage all of our stakeholders to contribute towards the development of this Policy and to challenge any non-compliant or ineffective practices.

EQUAL OPPORTUNITY, DIVERSITY & HARASSMENT POLICY



APPROVED: 21 July 2026
Policy NO.: VIN-COR-POL-0010
Revision No: 1

This Policy will be reviewed every 12mths in our Management Review Meeting (MRM) to ensure its appropriateness, accuracy, and value.

A handwritten signature in blue ink, appearing to read "Srda Deric", is written over a horizontal line.

Srda Deric
Managing Director