



**GBTK**  
**Workplace Bullying Policy**

Document No: GBTK-PH-IMS-POL-005  
Document Owner: GBTK  
Revision No: 2  
Issue Date: 12/05/2021  
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**Purpose**

GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd) recognises that bullying behaviour in the workplace is detrimental to employee safety, health and well-being and impacts negatively on its operations and culture.

GBTK has created this policy to bring awareness to the effects of bullying within the organisation and how each individual can contribute to a harmonious working environment.

**Objectives**

- Define Bullying as: An obvious or indirect, repeated behaviour, which is unreasonable or inappropriate, and is directed at a worker or a group of workers which creates a risk to their safety and well-being.
- Educate the workforce in the difference between bullying and reasonable workplace practices such as task management and performance management conducted in an appropriate manner.
- Implement complaint procedures in which allegations of bullying are investigated proactively, with integrity, dealt with confidentially and where appropriate disciplinary action is taken.
- When appropriate, counsel managers and supervisors in effective communication and management skills.
- Create a work environment where employees are able to perform their duties without threat or intimidation.
- Develop a Company culture which does not condone bullying behaviour.
- Communicate this policy across the whole organisation by effectively utilising resources such as tool box meetings, notice boards, crib-rooms, the intranet and/or other forms of electronic communications as appropriate.

**Commitment**

This policy applies to all GBTK personnel, contractors and visitors affiliated with GBTK Pty Ltd or GBTK Projects Pty Ltd, across all projects and operations, at all times.

The Directors are committed to ensuring the availability of resources as necessary for implementation of this policy and will hold management accountable for its implementation.

The Directors commit to preventing bullying in the workplace.

Signed on behalf of the Director/s

Adrian McRae

12/05/2021

Name

Signature

Date