

# Equity and Diversity and Preventing Harassment in the Workplace Policy Statement

At GrainCorp, we are committed to:

- fostering a culture of inclusion and increasing the diversity of our workforce, and
- attracting and empowering people from diverse backgrounds with different skills, strengths and experiences to reach their full potential to encourage innovation and drive better business results.

This requires people to:

- be treated with dignity, courtesy and respect, and feel they belong,
- have the opportunity to realise their potential and
- work together to deliver the best outcomes for our customers, shareholders and the communities in which we live and work.


GrainCorp promotes a 'zero tolerance' approach against all forms of Harassment, which under this Policy comprise of violence in the workplace, unlawful discrimination, sexual harassment, racial harassment and victimisation (**Harassment**) and Bullying at work. This approach is to be achieved by:

- Supporting and encouraging a diverse workforce and continuously working to develop equitable policies and practices that ensure an environment which is inclusive and supportive of equal opportunity;
- Complying with all Federal, State and Territory and other applicable laws;
- Seeking to create an environment free from unlawful discrimination, Harassment and Bullying;
- Raising employee awareness of their rights and responsibilities through training and awareness sessions;
- Dealing with informal grievances and formal complaints in a timely, fair, sensitive and professional manner;
- Encouraging timely reporting of conduct that breaches this Policy;
- Treating all allegations and complaints seriously, confidentially, impartially and ensuring there is no detriment to a person's employment because the person lodged a complaint under this policy;
- Adhering to the principle that employment related decisions will be free from any type of improper conduct as described in this Policy; and
- Ensuring that all staff have access to benefits and services in an equitable manner.

Where GrainCorp is satisfied that allegations of Harassment or Bullying against an employee are substantiated, the employee will be subject to disciplinary action from counselling up to, and including, termination of employment. Employees making frivolous or vexatious complaints involving Harassment or Bullying will also be subject to disciplinary action.

Our Equity and Diversity and Preventing Bullying in the workplace policy statement is consistent with the Company's values which are focused on:

- Commit to Safety
- Own the Result
- Lead the Way
- Deliver for our Customers



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