



WORKPLACE BEHAVIOUR POLICY

Gold Security Group (International) Pty Ltd (GSG) is committed to providing a safe and healthy workplace where all of its employees are free to perform their job in an environment free from discrimination, sexual harassment, bullying, victimisation and the improper use of drugs and alcohol and other substances.

- If you currently work at GSG, including potential employees and contractors on a full time, part time or casual basis, on or off site, or if you are a visitor attending our workplace or an event we have organised then this Workplace Behaviour Policy (Policy) applies to you and you must familiarise yourself with, and comply with this Policy;
- All GSG employees will be advised at the commencement of their employment that any form of discrimination, harassment, bullying and/ or victimisation in the workplace is unlawful and will not be tolerated;
- GSG encourages all employees to report any case of discrimination, sexual harassment, bullying or victimisation in the workplace. Managers and Supervisors will ensure that employees, who make a complaint, and witnesses, will not be victimised;
- GSG has thorough grievance and investigation procedures to respond to any reported cases of which it is aware. All parties will be afforded procedural fairness, natural justice and the opportunity to respond;
- Disciplinary action may be taken against anyone who is found to be in breach of this policy. Disciplinary action may involve a warning, transfer, counselling, demotion or dismissal depending on the circumstances;
- This policy may be reviewed, varied or added to by GSG at any time, at our absolute discretion.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis
This policy will be made available for public access via our website at: www.goldsec.com.au*

A blue ink signature of Aleksandar Borkovic.

Aleksandar BORKOVIC
Managing Director
Gold Security Group (International) Pty Ltd
11-Sep-23

JAS-ANZ

