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**A.G.Coombs**

## **Workplace Violence and Bullying Policy**

The A.G. Coombs Group is committed to providing a healthy and safe workplace for our employees that is free from workplace violence and bullying.

Bullying is repeated unreasonable behaviour directed towards an employee that creates a risk to health and safety. Bullying can include; verbal abuse and yelling, humiliating someone, constant criticism, intimidation, etc. Bullying is not acceptable behaviour.

We expect that all of our employees will behave in a professional manner and be treated, and treat each other, with dignity and respect when they are at work.

Workplace violence will not be tolerated under any circumstances.

We strongly encourage any employees who experience bullying or violence to report it to the Human Resources Manager. All reports will be treated confidentially with full confidential investigations undertaken.

Where it is deemed appropriate the Group's Disciplinary procedures will apply.

Russell F. Telford  
Managing Director  
A.G. Coombs Group Pty Ltd

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