

Equal Opportunities & Unlawful Harassment Policy

The Dowells group of companies has a duty of care for the right of all employee's and external service providers to work in an environment that is harmonious and free from unlawful discrimination, harassment, bullying, victimisation or any other "Unacceptable Conduct" in the workplace.

While engaging in works on the Organization's projects, our employees and external service providers should not be subjected to unacceptable conduct.

We are committed to:

- Treating all people with dignity and respect.
- Providing employees, external service providers, clients and interested parties in the workplace with an environment free from any form of unacceptable conduct; and
- Taking appropriate disciplinary action against any employee or external service provider who breaches this policy.

The purpose of this policy is to encourage acceptable conduct for all employees and external service providers.

Signed:



Gail Dowell

Managing Director

12 January 2021