



## RESPECT IN THE WORKPLACE POLICY

Danv Tools Australia is committed to proactively providing a safe working environment that provides equal opportunity and is free from unlawful discrimination, harassment and bullying for all employees, volunteers and clients. Danv Tools Australia has a commitment to diversity, which embodies sensitive and ethical appreciation and recognition of differences, encouraging inclusiveness, participation and diversity.

Danv Tools Australia aims to continually review and improve its occupational health and safety management system to ensure compliance with The Fair Work Act 2009, and maintain a safe working environment that is free from unlawful discrimination, harassment and bullying by:

- Ensuring that its structures and practices are free from unlawful discrimination
- Providing all employees, contractors and visitors with information about unlawful discrimination, discriminatory harassment, sexual harassment, victimisation and bullying
- Providing all employees, contractors and visitors with information on process for reporting incidences of discrimination, harassment and bullying
- Ensuring that its policies, procedures and official documentation and publications comply with equal opportunity and occupational health and safety legislation, codes of practice and industry best practice
- Creating a working environment that promotes dignity and respect for all with zero tolerance for intimidation, bullying or harassment
- Ensuring training, development and progression opportunities are available to all

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