

POLICY

Document number	BG-HR-POL-006
Document title	Respect at Work Policy
Revision	0
Document type	Policy
Effective date	18/03/2026
Next review date	18/03/2027 (1 years from approval date or a policy change)
Policy Owner	HR Manager
Related Documents	Code of Conduct, Anti-Bullying, Harassment & Discrimination Policy, Diversity & Inclusion Policy, Grievance & Complaints Procedure, WHS Policy
Legislation/Standards	Fair Work Act, Sex Discrimination Act, Racial Discrimination Act, Disability Discrimination Act, Equal Opportunity Act (WA), Work Health and Safety Act (WA)

1. Purpose

Bennco Group is committed to providing a workplace where everyone is treated with dignity, professionalism, and respect. All employees have the right to work in an environment that is safe, inclusive, and free from inappropriate behaviour.

2. Our Commitment

Bennco Group will maintain a workplace free from bullying, harassment, sexual harassment, discrimination, and victimisation. We expect all employees to contribute to a positive and respectful culture in every interaction—on site, in the office, online, and at work-related events.

3. Expected Behaviour

Employees must:

- Treat colleagues, clients, and contractors with courtesy and professionalism
- Communicate respectfully and resolve issues constructively
- Follow Bennco Group’s Code of Conduct and all related policies
- Speak up if they witness or experience disrespectful behaviour

4. Unacceptable Behaviour

The following is not tolerated:

- Bullying, harassment, discrimination, or sexual harassment
- Aggressive, abusive, or threatening conduct
- Excluding, humiliating, or belittling others
- Sharing offensive material or engaging in inappropriate online behaviour

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- Retaliating against someone who raises a concern

Any breach may result in disciplinary action, up to and including termination.

5. Reporting Concerns

Employees are encouraged to report concerns early to their Manager, Supervisor or HR department/Manager. All reports will be handled confidentially, fairly, and without victimisation.

External links for support are:

[Bullying in the workplace - Fair Work Ombudsman](#)

[Dealing with workplace bullying - a worker's guide](#)

[Equal Opportunity Commission](#)

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