



Anti-bullying, Harassment and Workplace Violence policy statement

SCEE Electrical is committed to providing a safe and inclusive environment that is free from bullying, harassment, workplace violence and behaviour that causes offense, humiliation or intimidation.

All employees have a right to work in an environment that is free from bullying, harassment and violence. Employees should be treated courteously and respectfully by each other. SCEE Electrical will not tolerate harassment, bullying, workplace violence, intimidating and/or threatening behaviour in any form or under any circumstance. This is also in accordance with both federal and state legislation.

The health, safety and wellbeing of our people is the primary consideration in all of SCEE Electricals' activities. In meeting its objectives SCEE Electrical will:

- Take active steps to prevent bullying, harassment and violence in the workplace through education and training.
- Communicate SCEE Electricals' Anti-Bullying, Harassment & Workplace Violence Policy and procedure(s) to all employees and other stakeholders as appropriate.
- Promote a culture that provides workplaces that are free from bullying, harassment, workplace violence or abuse.
- Treat all employees fairly and with respect.
- Investigate all complaints immediately in accordance with the complaints process.
- Ensure all employees are made aware that any bullying, harassment and workplace violence is not an acceptable part of our workplace culture by ensuring acceptable standards of conduct are observed at all times.
- Ensure appropriate disciplinary action is taken against any employee who is determined, following a full and proper investigation, to have engaged in bullying, harassment or any other form of workplace violence.

It is our requirement that all employees, contractors and visitors comply with this policy at all times.

A handwritten signature in blue ink, appearing to read "Geoff Baudains".

Geoff Baudains

Chief Executive Officer

1 July 2025

A member of the
SCEE GROUP