

# Discrimination, Bullying and Harassment Policy Statement



Taylor is committed to providing a workplace which is free from bullying, harassment, sexual harassment, and unlawful discrimination. We aim to ensure all those participating in the workplace are treated with respect, dignity, and fairness with an aim of creating an inclusive environment which promotes positive working relationships.

By effectively implementing our Workplace Discrimination, Bullying and Harassment Policy, we will attract and retain talented employees and create a positive environment for everyone.

## Our Commitment

Taylor is committed to creating a workplace which is free from workplace health and safety risks, and one which strives to create positive working relationships.

We define Discriminating, Bullying and Harassing types of behaviour in detail in Taylor Workplace Discrimination, Bullying and Harassment Policy. If you are unsure of what constitutes these types of behaviour, or need advice on how to manage the situation or make a complaint, you may contact our People Relations Team for advice.

We expect everyone to observe the following minimum standards of behaviour in the workplace:

- Be polite and courteous to others.
- Be respectful of the differences between people and their circumstances.
- Ensure you do not engage in any discriminatory or bullying behaviour(s) towards others in, or connected with, the workplace.
- Ensure you do not assist, or encourage, others in the workplace, or in connection with the workplace, to engage in discriminatory or bullying behaviour(s) of any type.
- Adhere to Taylor's Grievance Handling Policy and Procedure

to lodge a complaint if you experience any discriminatory or bullying behaviour(s) personally, or to report any discriminatory or bullying behaviour(s) if you see it happening to others in the workplace, or connected with, the workplace.

- Keep information confidential if involved in any investigation of discrimination, bullying or harassment.

These standards of conduct are intended to operate in addition to, and in conjunction with, the Taylor Employee Code of Conduct and Taylor Supplier Code of Conduct.

At Taylor we will take all complaints of discrimination, bullying, harassment, and sexual harassment seriously, and respond with impartiality and confidentially.

Victimisation of individuals who make, or intend to make, a complaint of discrimination, bullying or harassment will not be tolerated.

Any employee who is found to have breached this policy will be disciplined accordingly, which may lead up to, and include, termination of employment.

Support and Counselling is available through Taylor EAP Service, Beyond Blue, Lifeline, or 1800 Respect.

We commit to complying with all relevant legislation, and to monitor and assess the effectiveness of our Policy and best working practices.

This policy will be reviewed in January 2026.

**George Bardas**  
Chief Executive Officer