



1A Purdie Avenue Ardross Perth Western Australia 6153
Phone 0419 655 525
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Bullying Policy

PURPOSE

Raines Resources P/L, including any of its subsidiary is committed to providing a safe and respectful work environment for all employees, contractors, and stakeholders. This Bullying Policy outlines our zero-tolerance approach towards bullying and harassment and establishes our commitment to fostering a workplace free from such behaviour.

COMMITMENT

RR strictly prohibits bullying in any form. We do not tolerate behaviour that undermines the dignity, well-being, or professional standing of our employees or stakeholders. RR will ensure it is compliant with the requirements and standards set out in all relevant legislation, including but not limited to Work Health and Safety Act 2020 and the Fair Work Act 2009.

POLICY STATEMENT

Bullying is defined as any repeated, unreasonable behaviour directed towards an individual or a group that creates a risk to health and safety. It includes actions such as verbal abuse, intimidation, offensive jokes, belittling comments, cyberbullying, or any other behaviour that causes distress or harm to another person.

Expectations

- **Management:** Senior management will take responsibility for ensuring that the Bullying Policy is effectively implemented, and adequate resources are provided for its enforcement.
- **Employees:** All employees are responsible for treating each other with respect and professionalism, actively preventing bullying, and reporting any incidents of bullying.
- **Contractors and Visitors:** Contractors and visitors engaged with RR are expected to adhere to this Policy and treat everyone with respect during their interactions with the company.

For any bullying complaints the company will ensure there is a designated impartial investigator whose responsibility will be to conduct a thorough investigation to assess the veracity of the complaint and identify appropriate actions.

If bullying is substantiated, appropriate disciplinary actions will be taken against the perpetrator, which may include counselling, warnings, suspension, or termination, depending on the severity of the offense.

This will be in accordance with the Bullying Procedure and Disciplinary Procedure



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REVIEW

This Policy will be reviewed periodically to ensure its effectiveness and alignment with our company values, business needs, and legal requirements.

Any changes to this Policy will be communicated to all employees in a timely manner.

Alan Raines

Chief Executive Officer

Raines Resources P/L