



1A Purdie Avenue Ardross Perth Western Australia 6153
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Sexual Harassment Policy

Purpose

Raines Resources P/L, including any of its subsidiaries, is committed to providing a work environment free of sexual harassment, where individuals are treated with respect and dignity. RR will not tolerate any sexual harassment behaviour under any circumstances and will take disciplinary action against anyone who breaches the Policy.

COMMITMENT

RR is committed to and shall take proactive steps to prevent sexual harassment, in accordance with its obligations under the Work Health and Safety Act 2020, Equal Opportunity Act 1984 and the Fair Work Act 2009.

These steps include:

- Conduct regular (at least annually) training sessions to educate employees about sexual harassment, its forms, and the importance of preventing and reporting incidents.
- Train managers to recognise and respond appropriately to potential issues.
- Undertaking risk assessments and hazard workshops annually with managers and employees to identify risks and define controls.
- Ensure widespread awareness and understanding of sexual harassment across all levels of the company.
- Commitment to review this Policy and the Sexual Harassment Procedure annually.

POLICY STATEMENT

This Policy applies to all employees, directors and other personnel that provide a service to RR. This Policy applies to behaviour occurring within and outside the course of business when the behaviour involves individuals associated with the Company and negatively affects the relationship within RR.

Sexual harassment is defined as behaviour that has a sexual element, that is unwelcome, and, in the circumstances, a reasonable person would have expected the behaviour would offend, intimidate or humiliate the person to who it is directed.

Sexual harassment encompasses a range of behaviours that can include unwanted verbal comments, advances, or requests of a sexual nature. It can also involve physical contact, gestures, or displays of sexually suggestive material, as well as the sharing of explicit content through digital platforms. Additionally, sexual harassment may manifest as the creation of a hostile environment through offensive or intimidating behaviour based on gender. Although the intent may vary, if it is unwelcome and the effect is to offend, humiliate or intimidate, the behaviour will not be tolerated.



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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