

WORKPLACE PSYCHOSOCIAL AND BULLYING POLICY

Hunter Mason is committed to fostering a psychologically healthy, safe, and respectful workplace for all employees, contractors, and visitors. As a national construction company, we recognise the risks associated with psychosocial hazards and the damaging impact of workplace bullying. We have zero tolerance for workplace bullying and are committed to taking immediate action, including summary dismissal, where such conduct is substantiated.

Objective

The objective of this policy is to ensure that Hunter Mason identifies and eliminates psychosocial hazards and prevents workplace bullying. In alignment with all relevant legislative requirements, we aim to promote mental wellbeing, reduce harm, and create a respectful and inclusive culture.

The objectives of this policy are to:

- Prevent psychological injury and eliminate workplace bullying through effective systems and strong leadership.
- Comply with all relevant legislation, regulations, and codes of practice.
- Promote proactive reporting of psychosocial hazards and unwanted behaviour.
- Respond swiftly and appropriately to all reports of bullying or psychological harm.
- Continuously improve our approach through consultation, training, and monitoring.

Scope

This policy applies to all employees, contractors, labour-hire staff, and visitors involved in Hunter Mason operations across all states. Psychosocial risks and bullying may arise from workload pressures, poor communication, workplace conflict, harassment, or exclusionary behaviour.

Hunter Mason will not tolerate any form of bullying, harassment, or discriminatory conduct. Confirmed instances may result in immediate disciplinary action, including termination of employment.

Hunter Mason will:

- Lead by example and model respectful behaviours.
- Identify, assess, and control psychosocial risks through consultation and review.
- Respond immediately to reports of bullying or inappropriate conduct.
- Ensure all team members are trained and aware of support procedures.

Workers at Hunter Mason are expected to:

- Treat others with dignity and respect always.
- Report any concerns regarding bullying or psychosocial hazards promptly.
- Participate in training and support programs as required.
- Contribute to a positive and inclusive workplace culture.

Reporting and Support

Concerns related to bullying or psychosocial harm should be reported to a Supervisor, Project Manager, or HR representative. All reports will be treated confidentially and investigated fairly in line with the Bullying & Harassment Management Procedure.

Compliance and Review

This policy complies with the following legislation and codes of practice:

- Work Health and Safety Act 2011 (NSW, ACT)
- Fair Work Act 2009
- Occupational Health and Safety Act 2004 (VIC)
- Equal Opportunity Act 2010 (VIC)
- Australian Human Rights Commission Act 1986
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Safe Work Australia Code of Practice: Managing Psychosocial Hazards at Work

Hunter Mason will review this policy annually and after any significant changes to legislation, company structure, or incident trends.



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