

DISCRIMINATION AND HARASSMENT POLICY

The prohibition of discrimination and harassment is defined within Australia's Equal Opportunity Act and Northport Marine Services is committed to providing a workplace that is free of any form of employee misconduct that can create an offensive, hostile or intimidating work environment for others. Not only can discrimination and harassment within the workplace undermine the integrity of employment relationships, it can also interfere with the work performance of employees.

It is the policy of Northport Marine Services to provide to its employees a workplace free from discrimination on the basis of sex, race, religion, sexual orientation, colour, age, marital status, family status, political view or belief, ancestry or handicap. Within this policy Northport Marine Services prohibit all forms of harassment including intimidation, sexual harassment, ridicule and blackmail. Verbal or physical conduct of a sexual nature including sexual advances, requests for sexual favors or any form of unwelcome conduct is also considered to be harassment and such behavior will result in immediate disciplinary action which could include possible dismissal.

Northport Marine Services consider improper conduct to include:

- Verbal Harassment including but not restricted to unwelcome remarks or jokes of a discriminating nature;
- Physical Harassment including but not restricted to unwelcome touching, sexual or threatening gestures and the physical interference with another's work;
- Visual Harassment including but not restricted to pictures of a sexual or discriminative nature and derogatory displays including posters or gestures;

Northport Marine Services will show its commitment to this policy by providing a workplace free of discrimination and harassment through:

- Establishing and applying procedures that will identify and eliminate any form of harassment or discrimination in the workplace;
- Recognizing and addressing any behavior that has the potential of interfering with work performance or creating an intimidating, hostile or offensive work environment;
- Supporting and investigating any claim made by personnel to ensure a satisfactory outcome;
- Ensuring all personnel understand their responsibility to identify and eliminate any discriminatory behavior;

Managers will be trained in their roles and responsibilities of implementing this policy, offering assistance and taking the appropriate measures to ensure that no person is unduly disadvantaged. The company will handle allegations of harassment and discrimination promptly and in a confidential manner;

Signed:



Date:

MICHAEL ELDRID
General Manager