

Equal Employment Opportunity (EEO), Harassment and Bullying Policy

Mackay Sugar is committed to creating an inclusive working environment that is based on the principles of diversity, fairness, equity, and equal employment opportunity.

Mackay Sugar considers all types of harassment, discrimination, bullying and workplace violence to be unacceptable forms of behaviour, that will not be tolerated under any circumstances. We believe all employees should be treated with respect, fairly and in a reasonable way. Harassment, discrimination, bullying and workplace violence are illegal under a range of Federal and State legislation.

Mackay Sugar is therefore committed to ensuring that:

- Harassment, discrimination, bullying and workplace violence complaints are treated seriously;
- Complaints are attended to promptly and confidentially;
- Complaints are investigated impartially;
- Action is taken to ensure that misconduct does not continue;
- Complainants and witnesses are not victimised in any way; and
- All persons are afforded equal opportunity in employment including recruitment, remuneration, conditions of employment, professional development, promotions, transfers and termination of employment.

Mackay Sugar has an EEO and discrimination training program and a network of internal EEO Contact Officers to support this objective.

RESPONSIBILITIES

Mackay Sugar Executives, Managers and Supervisors have a responsibility to:

- ensure that acceptable standards of conduct are observed at all times;
- promote and demonstrate appropriate behaviour;
- promote the EEO, Discrimination, Harassment and Bullying in the Workplace Procedure;
- treat complaints seriously and ensure that immediate action is taken to investigate and resolve them; and
- maintain confidentiality principles related to all complaints.

All Mackay Sugar employees have a responsibility to:

- comply with Mackay Sugar's EEO, Discrimination, Harassment and Bullying in the Workplace Procedure;
- to refrain from engaging in harassing or discriminating conduct; and
- maintain complete confidentiality if they provide information to, or are involved in an investigation of a complaint.

Jannik Olejas
CHIEF EXECUTIVE OFFICER

27 July 2022