

Respect at Work Policy

Purpose

This policy confirms MLPL's commitment to providing an inclusive, safe, and supportive working environment. MLPL is responsible for preventing and addressing unlawful and inappropriate conduct in our workplace.

This policy is to be read together with our:

- Respect at Work Procedure
- Code of Conduct
- Issues and Complaints Resolution Procedure

Scope

This policy applies to the Board, employees, contractors, consultants, advisors, volunteers, and visitors to our workplace (collectively referred to as "our people") in relation to:

- behaviour that occurs at work or during work activities (including where it occurs outside of normal work hours or away from normal work premises).
- behaviour that occurs at work events, such as conferences or work functions.
- the way we engage with members of the public and others who attend our workplace.
- behaviour that occurs using MLPL equipment or systems (such as computers, cloud-based servers or telephones).
- behaviour that occurs outside of work – including on social media – where this has a connection with our workplace or the employment relationship (for example, where our people interact with colleagues, make public statements concerning their employment / engagement or engage in conduct that has the potential to damage MLPL's reputation).

Our expectation is that our people will always engage in a respectful way with colleagues and others in our workplace, even when they are not at work.

Our Policy Principles

We apply the following policy principles to the Respect at Work Policy:

Working environment – MLPL will create a working environment that is safe and free from unlawful discrimination, sexual harassment, victimisation, harassment, racial or religious vilification, bullying and violence.

Workplace conduct – MLPL commits to promoting appropriate and respectful standards of workplace conduct, always.

Reporting – MLPL will encourage the reporting of unlawful and inappropriate conduct in our workplace.

Taking action – MLPL will support our people and encourage staff to take appropriate action when they experience or witness something that doesn't seem right.

Treatment of complaints – MLPL commits to treating all complaints in a sensitive, impartial, timely, and confidential manner.

Protection – MLPL commits to protecting against victimisation and reprisals for making complaints.

Compliance

All MLPL employees, contractors and service providers are responsible for complying with this Policy. Any breaches will be treated seriously and may result in disciplinary action or contractor performance management being undertaken.

Administration of this policy

This strategic policy is administered by the Governance and Compliance team and will be reviewed and approved every two years or updated where applicable.

Stephanie McGregor

Stephanie McGregor
Chief Executive Officer
Marinus Link Pty Ltd

23 March 2026