**Sexual Harassment Policy Statement**

# Policy Statement

# It is the policy of Blu by Adcorp that sexual harassment is unacceptable in the workplace and will not be tolerated under any circumstances. We believe that all employees, independent contractors and volunteers are entitled to work in an environment free from any form of harassment.

# Blu by Adcorp’s Position

Blu by Adcorp is committed to building a strong workplace culture and environment where people are treated fairly, with dignity, courtesy and respect.

Sexual harassment is unlawful as defined within the Sex Discrimination Act 1984 (Cth), Fair Work Act 2009 (Cth) and Workplace Gender Equality Act 2012 (Cth). It is defined as an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Examples of behaviour which could constitute sexual harassment include:

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| * Unwelcome sexual advances
* Sexual or suggestive remarks or favours
* Sexual propositions
* Obscene jokes or humour about sex or women in general
* Suggestive looks or leers
* Offensive phone calls, emails or pictures
 | * Asking intrusive questions about a person’s private life
* Sexual jokes and innuendo
* Deliberate and unwanted physical contact such as touching, brushing up against a person, hugging, etc.
* Whistling at someone or cat calls
* Repeated requests for dates
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Sexual harassment does not include mutually agreed or reciprocated behaviour which does not offend the other person. However, mutually agreed behaviour becomes harassment when it continues after a request from the other person to stop.

It is the responsibility of all employees (on-hire and internal), contractors and volunteers to ensure:

* They are familiar with this Policy and do not engage in any behaviours contrary to this Policy
* They do not any way encourage or condone others to breach this Policy
* They take appropriate action to report any instance of sexual harassment.

Instances of sexual harassment must be reported to a member of the Senior Management Team. On-hire employees can alternatively report instances of sexual harassment to their Account Manager. Any reports of sexual harassment or any kind of harassment will be treated seriously and investigated promptly, confidentially and impartially

The potential consequences of breaching this Policy may include the following disciplinary action:

* Warning issued (verbal or written)
* Termination of employment
* Ending of contract (for contractors or representatives of contractors)
* Breaches of this Policy may also result in the matter being referred to Police.

If you have any queries regarding the interpretation of this Policy, please contact a member of the Senior Management Team. Refer to PO-059 Positive Duty to Prevent Sex-Based Harassment for full content.

Approved by



**Zebulun Riddell**

Managing Director

June 2025