

# PREVENTION OF SEXUAL ASSAULT AND GENDERED VIOLENCE POLICY



## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (BCI) are committed to providing a safe, productive and healthy environment for all workers and visitors. Our Board and Leadership are united in ensuring the prevention of sexual assault and gendered violence at any BCI workplace or interaction.

## 2. POLICY STATEMENT

Our objective is to ensure the health, safety and wellbeing of all our workers and visitors. We are equally committed to ensuring the physical and psychological wellbeing of each other including being a workplace free from sexual assault and gendered violence.

We will:

- Establish and clearly communicate minimum standards of behaviour, including expectations of safety, respect and inclusive conduct in all workplace-related activities through our Code of Conduct and in line with legislative requirements
- Commit to a diverse and inclusive workplace, acknowledging that gender inequality is a contributing factor to workplace sexual harassment
- Commit to adhering to BCI behavioural standards in recruitment and performance management processes
- Establish definitions and examples of sexual harassment and gendered violence
- Have a zero-tolerance approach to sexual harassment and gendered violence of any kind to provide a safe workplace
- Have a zero tolerance to prohibited weapons at all of our sites such as firearms and knives that are not on the approved tool list
- Provide prevention approaches, including training and awareness, that build knowledge, promote and empower individuals to act in support of a respectful, safe and inclusive environment at our sites and camp
- Provide avenues for our workforce to seek support and further information
- Ensure grievance processes are developed according to person-centric and natural justice principles and are communicated and include formal, informal and anonymous reporting processes
- Take a victim-centred approach when responding to reports of sexual harassment including support and managing risk
- Respond appropriately to every allegation of sexual harm in a fair and reasonable way, including ensuring the timely investigation of such matters in accordance with the principles of procedural fairness
- Maintain records, data and reporting in relation to reports of sexual harassment or gendered violence and comply with external reporting requirements of regulators

## DOCUMENT CONTROL

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