



**AUSTRALIAN MINERAL
& WATERWELL DRILLING**

ABN 48 127 948 850

SEXUAL HARASSMENT POLICY

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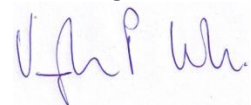
SEXUAL HARASSMENT POLICY

- AMWD Pty Ltd will neither tolerate nor condone the existence of a hostile or offensive work environment in which sexual harassment and intimidation are present.
- AMWD is committed to ensuring that the work environment is free of sexual harassment and other unlawful discriminatory practices.
- The company's Human Resources section will take all reasonable measures to ensure that the work environment is free of sexual harassment. It will do this by encouraging the reporting of any sexual harassment claim, investigating any complaint of sexual harassment and applying appropriate discipline for any instances of sexual harassment.

Definitions:

- Sexual harassment occurs when an employee explicitly or implicitly conditions another employee to participate in an activity or promotional prospect on the basis of the employee's submission to unwelcome sexual advances, requests for sexual favours, or other favours. Quid Pro Quo harassment is equally unlawful whether the employee resists and suffers the threatened harm or, submits and then avoids the threatened harm.
- Hostile environment is sexually harassing conduct by an employee that is sufficiently severe and persistent, thus limiting the employee's ability to participate in or benefit from a work program or activity.
- **PLEASE NOTE:** Sexual harassment does not have to involve members of the opposite sex and can include inappropriate touching, demeaning comments and horseplay or jokes. Comments or actions intended as a joke by one person can easily be interpreted as embarrassing or demeaning by another person.

Vaughan Cullen



Managing Director
AMWD PTY LTD
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