
BULLYING, HARASSMENT & RESPECTFUL WORKPLACE POLICY

1. PURPOSE

Laserbond is committed to providing a safe, respectful and inclusive workplace where everyone is treated fairly and with dignity.

This policy establishes Laserbond's expectations for workplace behaviour and supports our Values, Leadership Framework and obligations under applicable workplace, work health and safety and anti-discrimination legislation.

2. SCOPE

This policy applies to all Laserbond employees and anyone performing work for or on behalf of Laserbond. It applies whenever people are engaged in work or work-related activities, including at work functions, while travelling for work and through work-related communications.

3. POLICY

Laserbond does not tolerate bullying, harassment, sexual harassment, sex-based harassment, discrimination, victimisation or other unreasonable or inappropriate workplace behaviour.

Everyone at Laserbond is expected to:

- treat others with respect and behave consistently with Laserbond's Values;
- consider the impact their behaviour may have on others;
- not engage in, encourage or support inappropriate workplace behaviour;
- speak up or raise concerns where they experience or become aware of inappropriate behaviour; and
- cooperate appropriately with any action taken to address workplace concerns.

Workplace bullying is repeated unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety. Reasonable management action carried out in a reasonable manner is not workplace bullying.

All employees especially leaders have a responsibility to model the standards set out in our Values and Leadership Framework, respond appropriately to concerns and take reasonable steps to maintain a safe and respectful workplace.

Laserbond will take concerns seriously and respond in a fair, timely and proportionate manner. Employees who raise genuine concerns or participate in a workplace process will not be victimised for doing so.

Concerns should be raised as early as possible and will be managed in accordance with the Bullying, Harassment & Respectful Workplace Procedure. Serious or repeated breaches of this policy may result in disciplinary action, up to and including termination of employment.



Rob Freeman
Chief Executive Officer

14/09/2026

Date



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