

The Hiway Group is committed to providing a safe workplace for all employees and workplace participants, which is free from bullying, harassment and discrimination. Workplace bullying, harassment and discrimination constitute a significant threat to the health, safety and wellbeing of employees, and such behaviour will not be tolerated.

It is inevitable that there will be differences of opinion, conflicts and problems which arise, as these are part of working life. However, when the behaviour is unreasonable, offensive, intimidating, humiliating, victimizing or discriminatory, then the behaviour may constitute bullying, harassment, or discrimination.

Hiways Standards of Conduct outlines the principles for behaviour required in the workplace. It is a fundamental obligation of all employees to ensure their behaviour at work is respectful, appropriate, and aligns with Hiways Values of Pride, Honesty, Respect and Drive. For the purpose of this policy, workplace has an expanded definition, to also encompass events such as conferences and training, social, sporting, and other work-related events.

What is workplace bullying? Workplace bullying is repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety, such as physical or psychological harm. Some examples of workplace bullying include abusive or offensive language or comments, aggressive and intimidating behaviour, belittling or humiliating comments, practical jokes, or unjustified criticism or complaints.

What is harassment? Harassment is any unwanted behaviour which offends, humiliates or intimidates, and creates a hostile environment. A one-off incident can constitute harassment. Some forms of harassment are prohibited under anti-discrimination legislation. Generally, harassment is unlawful where it involves behaviour directed at an individual's personal characteristics or circumstances, which are protected by legislation.

Sexual harassment is any unwanted or unwelcome sexual advance, unwelcome request for sexual favors or unwelcome conduct of a sexual nature or behaviour where a reasonable person would have anticipated the possibility that the person harassed would feel offended, humiliated or intimidated.

What is discrimination? Discrimination is treating, or proposing to treat, someone unfavorably because of a personal characteristic protected by law.

What is not bullying, harassment or discrimination? Reasonable management actions such as performance management, setting goals and objectives, disciplinary action, allocation of work, recruitment and organizational change decisions, do not constitute bullying, harassment or discrimination when carried out in a reasonable and responsible way.

Hiways follows our Grievance Resolution Procedure - ZHP 7.15 to address issues of bullying, harassment or discrimination.



Christopher Ellis
Chairman of the Board



John Boocock
Managing Director



Peter Metcalfe
Chief Executive