

GrainCorp seeks to create an environment where all people are treated with dignity, courtesy and respect. The Company therefore promotes a 'zero tolerance' approach to discrimination, harassment, bullying and victimisation in the workplace.

GrainCorp will:

- Comply with all Federal, State and Territory anti-discrimination and other applicable laws
- Support and encourage a diverse and equitable workforce by implementing key programs that underpin Equal Employment Opportunity principles
- Seek to create a working environment free from discrimination and harassment
- Raise employees' awareness of their rights and responsibilities through training and awareness sessions
- Adopt a complaints procedure that applies principles of fairness and natural justice
- Encourage reporting of conduct that breaches this policy or any applicable law
- Treat all allegations and complaints seriously, confidentially, impartially and ensure the lodgement of a complaint does not impair the person's employment in any way
- Adhere to the principle that employment related decisions will be based upon merit and subject only to the inherent requirements of a position.
- Ensure that all staff have access to benefits and services in an equitable manner

Where GrainCorp is satisfied that allegations of discrimination, harassment, bullying and victimisation against an employee are substantiated the employee will be subject to disciplinary action up to and including termination of employment. Employees making frivolous or vexatious complaints will also be subject to disciplinary action.

Our Equity and Diversity and Non-Harassment in the Workplace Policy Statement is consistent with the Company's values which are focused on:

1. Safety.
2. Our People.
3. Customers.
4. Excellence.
5. Integrity.
6. Our Community.
7. Sustainability.



A. Watkins
Managing Director