

## DOMESTIC VIOLENCE POLICY STATEMENT

Ryan Wilks Pty Ltd is strongly committed to providing a healthy and safe working environment for all employees. It is recognised that employees sometimes face difficult situations in their work and personal life, such as domestic and family violence (DFV), that may affect their attendance, performance at work or safety.

DFV occurs when one person in a relationship uses violence or abuse to maintain power and control over the other person. This can include behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear.

DFV can affect people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds and income levels.

Ryan Wilks Pty Ltd leaders, managers, supervisors and all employees are committed to making Ryan Wilks Pty Ltd a great place to work. Ryan Wilks Pty Ltd can make a significant difference to employees affected by DFV by providing appropriate safety and support measures.

DFV is unacceptable in any setting, including the workplace. Any Ryan Wilks Pty Ltd employee who perpetrates violence and abuse from the workplace, by ( including but not limited to ) telephone, fax, mail, email, internet or social media may be subject to disciplinary action.

All employees have a responsibility to model the Ryan Wilks Pty Ltd values, which includes behaving in a way that promotes a work environment free from any form of violence and supporting those who are affected by DFV.

Fostering a respectful, inclusive, gender equitable workplace culture, where employees affected by DFV are supported in the workplace, contributes to a healthy and safe working environment for all.

This policy will be formally reviewed again May 2025



Ron Ryan

General Manager

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