

People Policy

Hazell Bros Group, founded on strong family and community values, promotes a culture based on fairness, trust and integrity with a commitment to ensure all employees have the right to a fair, safe and productive environment which is free of discrimination, bullying and harassment. Further, we are committed to promoting diversity within our workforce and upholding equal employment opportunity for current employees as well as those seeking to work with us.

We will achieve this by:

- Promoting business behaviours that reflect the desired culture.
- Providing a safe and healthy work environment and work life balance through training and support for all employees.
- Providing a safe, healthy, drug and alcohol-free work environment through education, awareness and support for all employees with a focus on fitness for work.
- Providing rehabilitation to employees following injury, illness or accident and where appropriate extending this opportunity to individuals in the community.
- Recognising success built on a sound culture of accountability and adherence to the Group Code of Conduct.
- Resolving disputes through consultation and co-operation reducing unnecessary industrial action, avoiding interruption to work, loss of productivity and earnings and maintaining personal respect and dignity.
- Recognising the importance of inductions regarding policies, procedures, work environment to ensure comprehensive understanding of responsibilities and compliance.
- Ensuring that when recruiting and selecting people, a process based on equal employment opportunity and merit is applied.
- Providing employees feedback on job performance, recognising achievements, setting objectives, identifying and actioning areas for professional and personal development where it aligns to the needs of the business.
- Commitment to a workplace free from any forms of bullying, victimisation, discrimination and harassment, including sexual harassment.
- Acknowledging the importance of employees having a well-maintained balance between work and personal/life responsibilities and goals.
- Maintaining a confidential, third party Employee Assistance Program (EAP) to provide assistance to employees and their families to resolve issues which may be impacting them.
- Complying always and wherever possible exceeding, every Federal and/or State legislative employment requirement through Enterprise Agreements/Awards, Fair Work Act 2009, National Employment Standards, and all relevant regulations and codes of practice across our industry sectors.



Geoffrey Hazell
Managing Director
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employer
of choice