

Equal Employment Opportunity, Discrimination, Harassment & Bullying

This policy applies to all employees of the SUEZ Australia & New Zealand Group which includes SUEZ Recycling & Recovery Holdings Pty Limited, SUEZ Water Pty Ltd and all related entities.

SUEZ is committed to creating a working environment in which all workers are treated with dignity, courtesy and respect. All SUEZ employees must ensure their actions do not amount to discrimination, harassment or bullying.

SUEZ is an equal opportunity employer. SUEZ will not tolerate discrimination based upon:

- sex
- pregnancy
- marital status
- disability
- sexual preference
- homosexuality
- transgender status
- race
- religion or ethno-religion
- age
- political beliefs
- union activity
- family status
- family responsibilities
- physical features, or
- any other ground specified by legislation in each State (each an 'unlawful ground') and Federal legislation.

Discrimination occurs when:

- Someone belongs to a particular group or has a particular characteristic, or is thought to have a particular characteristic; and
- They are treated less favourably in comparison to other people who do not belong to the group or have that characteristic.

It is contrary to this policy for a worker to discriminate against an applicant for employment, worker, customer, supplier or member of the public on an unlawful ground. It is also contrary to this policy for a worker to discriminate against any relative, partner or associate of an applicant for employment, worker, customer, supplier or member of the public on an unlawful ground.

Supervisors must make sure that the workplace is free from all forms of discrimination. They should understand and apply the principles of equal employment opportunity and ensure that employees they supervise are informed of these principles. Supervisors should also take all necessary steps, such as training and other active measures, to prevent and deal with harassment and discrimination in their work area.

Harassment is any form of behaviour that is:

- Unwanted, unwelcome, uninvited or unreasonable;
- Likely to cause a hostile or uncomfortable workplace by victimising, humiliating, degrading, offending, threatening or intimidating the victim; and
- Based on unlawful grounds.

Harassment can take many different forms and may include physical contact, comments, verbal abuse, jokes, propositions, displaying inappropriate material or other behaviour that makes the workplace uncomfortable or unpleasant. Any harassment which is sexual or sex based and/or based on an unlawful ground will not be tolerated.

Bullying is any form of behaviour that is:

- Repeated unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety.

Unreasonable behaviour is considered behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

Bullying is not:

- Reasonable action, taken in a reasonable manner, by an employer to transfer, discipline, counsel or dismiss an employee – such actions include performance management processes.

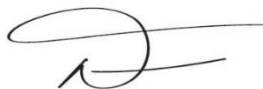
Bullying can take many different forms and may include behaving aggressively, teasing or practical jokes, pressuring someone to behave inappropriately or excluding someone from work-related events.

Your behaviour must not amount to discrimination, harassment or bullying. Workers breaching this policy, whether in relation to potential or existing employees, customers, suppliers or any member of the public will be the subject of disciplinary action up to and including dismissal.

SUEZ encourages any worker who has been the victim of, or who is aware of, discrimination, harassment or bullying on, or in relation to, an unlawful ground should report the incident to their direct manager, or Chief Human Resources Officer or their representatives. Any complaints regarding discrimination, harassment or bullying of customers, suppliers or any member of the public should also be directed to the responsible manager or the Chief Human Resources Officer.

The identity of the complainant, as well as the record of the complaint, will be maintained in confidence in accordance with the Grievance Procedure.

SUEZ recognises that false accusations of discrimination, harassment and bullying can have serious effects on all parties. Accordingly, individuals making false accusations are subject to the same disciplinary action(s) as described in the Grievance Procedure.



Mark Venhoek

Chief Executive Officer