



Mendelssohn Construction PTY LTD

Bullying Policy

This policy shows:

- our commitment to health and safety in this workplace, and reducing the risks to the health and safety of all workers, contractors and visitors
- our commitment to complying with the requirements of the *Work Health and Safety Act 2012* and the *Work Health and Safety Regulations 2022*
- that bullying will not be tolerated in this workplace
- how we will deal with bullying in the workplace.

This policy applies to everyone at Mendelssohn Construction.

Bullying is repeated, unreasonable behaviour directed towards a worker or group of workers. It creates a risk to personal and work health and safety.

PCBUs/managers must ensure that workers are safe at work and free from risks to their health and safety. This means that they must not bully their workers and must take reasonable steps to ensure that it doesn't occur in the workplaces under their control.

Workers also have a responsibility to take reasonable care for the health and safety of their co-workers, which means they can't bully others.

Mendelssohn Construction will identify all workplace factors that allow bullying to occur and use the hazard management process to eliminate bullying. Mendelssohn Construction will consult with workers on this issue.

Bullying should be reported immediately to management so action can be taken to eliminate the behaviour and an Investigation can be conducted.

If anyone is found to breach this policy, management will be giving a formal warning, and counselling or training, suspension, and finally, dismissal if the behaviour continues.

Mendelssohn Construction will provide regular training and information about the effects of bullying on personal and work health and safety, and on the components of this policy.

Date: 6/2/25

Trent Mendelssohn
Managing Director

