

## Prevention of Violence- Policy Statement

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At Benetas, we aspire to excellence in occupational health and safety (OH&S) performance. We view this as fundamental to the way we conduct our business and to the way each individual performs their duties. Any form of aggression or violence towards our team members is unacceptable.

**Occupational violence includes:**

- verbal, physical or psychological abuse;
- threat of violence, with or without a weapon or object;
- physical attack, such as hitting, pinching or scratching; and
- sexual harassment and sexual assault.

Occupational violence has many sources including, team members, contractors, volunteers, residents, clients, and visitors.

**We are committed to providing a safe and healthy workplace by:**

- not tolerating aggressive or violent behaviour towards an employee, volunteer or contractor;
- ensuring all complaints or observations of violence towards a team member, contractor or volunteer are fully investigated, considered serious and acted upon immediately; and
- taking swift actions to ensure employee safety, including disciplinary action, contractual action and removal from Benetas premises or services.

**We believe we are all responsible for our OH&S performance.** In particular:

- All team members have an obligation to refrain from behaviours which could be construed as aggressive or violent at work and during the provision of goods and services.
- Individually, we are all accountable and empowered to ensure our actions protect the health and safety of ourselves and others; and
- Senior managers and managers provide leadership, adequate resources and ensure workplace OH&S procedures are understood by employees, contractors and visitors and are followed.

We expect all employees, contractors and visitors to comply with the requirements of the Prevention of Violence Policy, at all times.



**Sandra Hills**  
**Chief Executive Officer**  
**11 November 2015**