

Our Company Profile

SIMEC Engineering Ltd (“Company”) is a mechanical and electrical contractor who provides services to the life science, technology, energy and resource sectors.

Our Mission

The Company is committed to ensuring that the working environment is free from bullying behaviour. Bullying behaviour will not be tolerated under any circumstances. Disciplinary action will be taken against any employee (or agent) who breaches the policy.

Types of Bullying Behaviour:

- Abusive and insulting behaviour
- Behaviour that frightens, humiliates, belittles and degrades
- Criticism that is delivered with yelling and screaming
- Teasing or making the same person the brunt of jokes
- Spreading malicious gossip, rumours and innuendo
- Deliberately excluding, isolating or marginalising
- Intruding on a person’s workspace and pestering. Spying on and tampering with their possessions
- Intimidating through inappropriate personal comments
- Overloading a person with work
- Setting impossible timelines
- Setting unreasonable tasks
- Denying access to information, consultation or resources
- Unfair treatment with regards to workplace entitlements

Bullying does not include:

- Reasonable action taken in a reasonable manner by an employer to transfer, demote, discipline, counsel, retrench or dismiss an employee; or
- A decision by an employer, based on reasonable grounds, not to award or provide a promotion, transfer, or benefit in connection with an employee's employment; or
- Reasonable administrative action taken in a reasonable manner by an employer in connection with an employee's employment; or
- Reasonable action taken in a reasonable manner under an Act affecting an employee

In the event that an employee believes they are the victim of bullying they should promptly consult with their Supervisor or HSE Manager. The matter will then be dealt using the company Grievance and Disciplinary Procedures.

Martin Foran

Martin Foran

Managing Director

September 2020