

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

Sexual harassment is commonly defined as “...any unwanted or unwelcome sexual behaviour, which makes a person feel offended, humiliated or intimidated.” Sexual harassment is NOT interaction, flirtation or friendship which is mutual or consensual. The Company is committed to ensuring that the working environment is free from sexual harassment. Sexual harassment will not be tolerated under any circumstances. Disciplinary action will be taken against any employee (or agent) who breaches the policy.

Sexual harassment is not only unlawful during working hours or in the workplace or between co-workers, but is unlawful in any work-related context, including conferences, work functions, office parties, business or field trips, and includes interactions with clients and customers.

In the event that an employee believes they are the victim of sexual harassment they should promptly consult with their Supervisor or the HSE Manager. If the matter falls within the scope of one of the definitions of sexual harassment immediate steps will be taken to address the matter, informally initially followed by formally if necessary. An external consultant may be utilized to assist in resolving the matter if warranted.

Our Commitments

Responsibilities of Employees

All employees are expected to:

- comply with this policy
- offer support and assistance to any person who is being harassed
- maintain confidentiality if they provide information during the investigation of a complaint, and
- actively participate in the adherence of procedures to achieve the aims and objectives of this policy

Responsibilities of Managers

The Company expects staff, supervisors and managers to be vigilant in relation to the occurrence of sexual harassment in the workplace.

Martin Foran

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Managing Director

September 2020