



Nickel Australia Limited

ABN 46 106 346 918

WORKPLACE HARASSMENT AND DISCRIMINATION POLICY

It is the policy of Nickel Australia to have a workplace where all employees are treated fairly and with dignity and respect.

In accordance with this policy it is unacceptable behaviour for any employee of Nickel Australia to harass or discriminate against another employee.

Without limiting the general nature of the prohibition on harassment and discrimination, Nickel Australia specifically stipulates that harassment or discrimination on any of the following grounds is unacceptable:

- Race
- Colour
- Sex
- Sexual preference
- Age
- Physical or mental disability
- Marital status
- Family responsibilities
- Pregnancy
- Religion
- Political opinion
- National extraction or social origin
- Membership or non membership of a trade union or similar organization.

Without limiting the general nature of the forms of harassment or discrimination that are prohibited, Nickel Australia specifically stipulates that the following types of behaviour are unacceptable:

- Derogatory remarks
- Intolerance because of a characteristic pertaining to any of the prohibited grounds of harassment or discrimination listed above
- Abuse
- Display of material prejudice to a particular race, religion, sex etc
- Jokes which are offensive to a particular race, religion, sex etc
- Uninvited physical contact or gestures
- Unwelcome requests for sex
- Intrusive questions or insinuations about an employee's private life
- Displays of offensive or pornographic material
- Insults or taunts
- Offensive communications (letters, phone calls, faxes, email messages etc).

Any complaints regarding possible breaches of this policy should be made to your supervisor.

Tony Rovira
Managing Director
April 2005