



Oil & Gas Solutions Pty Ltd is committed to the principle of Equal Opportunity in Employment and to providing a workplace that is free of harassment of any kind.

This policy applies to all employees, agents and contractors, who are referred to in this policy as stakeholders. It is important to note that this policy is not limited to the company's workplace or to an employee's ordinary working hours.

Sexual harassment is conduct of a sexual nature which is unwelcome and which a stakeholder regards as offensive, humiliating or intimidating. This harassment may also make the stakeholder feel disadvantaged if the person objects to it.

Sexual harassment will not be tolerated within Oil & Gas Solutions Pty Ltd. Any stakeholder found to have sexually harassed another employee, contractor, client or supplier is personally responsible for his or her conduct.

Appropriate disciplinary action will be taken against any employee who is found to have engaged in sexual harassment. Depending on the seriousness of the incident this may include termination of employment.

Jason Antunovich
Chief Executive Officer