LEADERSHIP POLICY

Capstone Construction's Management seeks to encourage leadership in the way our managers and staff interact. We believe that fostering behaviour that respects all individuals, regardless of race, gender, physical attributes, or disability, can have a positive influence on workers within our industry. We acknowledge the potential psychological harm that negative behaviours can have on individuals and groups and aim to address these where possible.

This policy applies to interactions both within and outside the workplace, during work-related events, and across all communication platforms.

Policy Objectives
The intention is to promote a work environment that:

- is as safe, respectful, and inclusive as possible
- strives to be free from bullying, harassment, racism, and sexism

Responsibilities

- **Employees**: Employees are encouraged to take responsibility for their own behaviour and, where appropriate, adhere to this policy. They are encouraged to report any instances of bullying, harassment, racism, or sexism they may witness
- **Managers and Supervisors**: Managers and supervisors are expected to contribute to maintaining a respectful environment and, where possible, address any complaints promptly and fairly
- **Directors**: Review this policy annually

We Challenge:

- **Bullying**: Repeated, unreasonable actions that may aim to intimidate, offend, degrade, or humiliate an individual or group
- **Harassment**: Unwelcome conduct related to race, gender, sexual orientation, religion, age, disability, or any other characteristic protected by law
- **Racism**: Prejudices, discrimination, or antagonism directed against individuals of different races, based on a belief in racial superiority
- **Sexism**: Discrimination based on gender under the assumption of gender superiority

We Support:

- **Respect**: Showing understanding and empathy towards all individuals
- **Reporting**: Encouraging reports of negative behaviours that could harm or infringe on human rights
- **Investigation**: Reviewing reported issues to understand the root causes, and other contributing factors, where applicable
- **Mediation**: Seeking ways to address issues raised respectfully and working towards restoring effective communication and cooperation
- **Confidentiality**: Reports and any investigations will be handled with confidentiality and care

Any employee or other personnel found to have potentially violated this policy may be subject to a review.



Matt Lucarelli
Director