



WHS BULLYING & HARASSMENT POLICY

Cava Group of Companies is dedicated to fostering a work environment that is free from bullying and harassment, where individuals are treated with respect and dignity. This policy outlines our commitment to preventing workplace bullying, harassment, and ensuring the health and safety of our employees.

Workplace Bullying and Harassment

Definition: Workplace bullying is defined as repeated behaviour by a person(s) at the workplace that is unwelcome, unsolicited, and considered offensive, intimidating, humiliating, or threatening (other than sexual harassment). This includes actions that others would also find to be inappropriate. *Exclusions:* Workplace bullying does not include single incidents of such behaviour, management actions undertaken reasonably, or acts of unlawful discrimination, vilification, or sexual harassment.

Sexual Harassment

Sexual harassment encompasses unwelcome sexual advances, requests for sexual favours, or other unwelcome conduct of a sexual nature that could be expected to make a person feel offended, humiliated, or intimidated.

All employees, visitors, and other individuals associated with Cava Group of Companies are responsible for complying with this policy. Failure to comply may result in appropriate disciplinary action.

Reporting Procedures

Employees who experience or witness workplace bullying, harassment, or health and safety concerns are encouraged to report such incidents promptly to their supervisor, manager, or the designated Health and Safety contact.

Cava Group of Companies will promptly and thoroughly investigate all reports of workplace bullying, harassment, or health and safety concerns. Appropriate actions will be taken to address and rectify any breaches of this policy.

Cava Group of Companies is committed to maintaining a positive and safe work environment for all individuals associated with the organization. This policy reflects our dedication to preventing workplace bullying, harassment, and ensuring the health and safety of our employees.

Mick Tully

Director

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