

Respect & Support



Hutchies is committed to fostering an inclusive and safe workplace culture that is welcoming, fair and supportive. The health, wellbeing and safety of our people and the community is paramount to our success.

We have a zero tolerance approach to bullying, harassment, violence, victimisation or discrimination across our projects and operations. Everyone representing Hutchies is expected to always conduct themselves in a decent and fair manner.

Any action that amounts to a breach under this policy should be reported as a matter of urgency and dealt with as a priority. Our people have direct access to Hutchies' senior management along with additional support services.

We demonstrate this commitment by:

- Upholding Hutchies' core values which underpin our inclusive and enjoyable culture
- Modelling and promoting appropriate standards of behaviour at all times
- Undertaking our business activities in a safe, courteous and friendly manner
- Maintaining a culture that respects individual merits — not based on gender, age, race, sexual identity or situation
- Providing resources and opportunities for workers to participate in health and wellbeing activities
- Communicating procedures that support fitness for work and rehabilitation & return to work requirements
- Developing flexible working strategies that assist workers to undertake appropriate alternative duties if required
- Offering counselling and support to workers and their partners in situations of domestic and family violence
- Supporting flexible leave options in line with the National Employment Standards (NES)
- Treating complaints in a sensitive, equitable and confidential manner, with necessary protections for reporting parties
- Arranging appropriate support for affected parties, including access to Hutchies' EAP or network of assistive services
- Complying with relevant laws and regulations
- Communicating Hutchies' process for grievance / issue resolution to relevant parties
- Instigating necessary action against parties found to be in breach of this policy

This policy will be communicated to all persons working within Hutchies' business.

Greg Quinn
Managing Director
J Hutchinson Pty Ltd