

Anti-Bullying and Harassment Policy

Any form of bullying, discrimination and harassment at Graphene Manufacturing Group will not be tolerated. Such behaviours are disruptive to people's well-being and culture within the workplace.

GMG is committed to the elimination of bullying, discrimination and harassment in the workplace and will implement strategies to prevent these behaviours such as:

- Maintaining an open-door policy to hear concerns from our team.
- Taking reasonable management action to understand and resolve complaints.
- Endorsing a formal issue resolution process for workplace grievances.
- Ensuring training, development and progression opportunities are available to all.

This Policy applies to GMG Employees, Contractors and Visitors to a GMG workplace. Implementation of this policy is supported by an Anti-Bullying and Harassment Awareness program.

Craig Nicol
Founder and Managing Director
Graphene Manufacturing Group
July 2023