

WORKPLACE BEHAVIOUR POLICY

OUR VISION

Everyone who works for MZI shares the responsibility to maintain a work environment which is free from any form of unlawful discrimination, harassment, bullying or victimisation, either directly or indirectly.

OUR COMMITMENT

To build, nurture and sustain a culture that ensures a safe, healthy, respectful and productive working environment in every part of our business. Not to tolerate unacceptable behaviours that create an unsafe and unproductive work environment.

OUR EXPECTATION

The Company expects all employees to:

- behave in accordance with our core values and culture;
- understand that discrimination and harassment of any kind is not tolerated in our workplace and that where it occurs action will be taken to stop this behaviour;
- ensure grievances or concerns in the workplace are resolved through agreed procedures;
- develop awareness of the impact of inappropriate workplace behaviour on others and understand what constitutes appropriate workplace behaviour;
- create an inclusive, productive and safe work environment by taking action to prevent and stop all forms of discrimination, harassment and bullying; and
- ensure that no employee or contractor is victimised or discriminated against as a result of reporting unacceptable behaviour.

Application of this policy and modelling the appropriate standards of workplace behaviour is a key accountability of our managers and a shared responsibility of all employees, visitors and contractors engaged in activities under the Company's control. Compliance with this policy is a condition of employment or contract.

CONTINUOUS IMPROVEMENT

The Company is committed to proactively managing, maintaining and continually improving Workplace Behaviour to the benefit of all stakeholders.



Martin Purvis
Managing Director and Chief Executive Officer