

The A.G. Coombs Group of Companies is committed to providing a healthy and safe workplace for its employees that is free from workplace violence and bullying.


Bullying is repeated unreasonable behaviour directed towards an employee that creates a risk to health and safety. Bullying can include: verbal abuse and yelling; humiliating someone; constant criticism; intimidation; etc. Bullying is not acceptable behaviour.

We expect that all of our employees will behave in a professional manner and be treated, and treat each other, with dignity and respect when they are at work.

Workplace violence will not be tolerated under any circumstances.

We strongly encourage all employees who experience bullying or violence to report it to the Group Human Resources Manager. All reports will be treated confidentially and investigated fully.

Where it is deemed appropriate, the A.G. Coombs Group of Companies' disciplinary procedures will apply.

Approved:		Policy Number: 12 ref Procedure 10.1
Name	Russell F. Telford, Managing Director	Version: 1.1 October 2009