

Hort Constructions is a leading supplier of quality Project delivery for the Mining and Infrastructure Industries. Hort Constructions is a Project Management and construction company who have extensive experience in Project management, delivery and administration in the mining & industrial construction sectors. Hort Constructions mostly deals with specialised structural, mechanical and piping (SMP) construction projects within the mining sector.

Hort Constructions finds all forms of discrimination and harassment, unacceptable. No form of discrimination or harassment by our personnel, will be condoned at our worksites or whilst on Company business. Discrimination in the workplace against persons because of race, colour, ethnic background, religious beliefs, gender, age, appearance, etc. will not be tolerated by Hort Constructions management under any circumstances.

Harassment is defined as any unsolicited or unwelcome act, by either an employee, sub-contractor or other persons engaged by Hort Constructions that humiliates or undermines the individual involved.

The effect of discrimination or harassment is harmful. It can cause distress; can lead to stress, illness, and poor performance. Discrimination and harassment can also reduce the effectiveness of the Company by:

- undermining the confidence of those employees targeted
- creating a threatening environment
- increasing sickness and absenteeism
- increasing labour turnover

Discrimination and harassment may take many forms. Examples include:

- derogatory remarks and insensitive jokes or pranks
- insulting or aggressive behaviour or ignoring or excluding an individual.
- setting unrealistic deadlines
- public criticism or substituting responsible tasks with menial or trivial ones.
- withholding necessary information
- constantly under-valuing effort
- comments about appearance or unnecessary body contact
- displays of sexually offensive material including pin-ups
- requests for sexual favours
- speculation about an employee's private life and sexual activity
- threatened or actual violence or threat of dismissal or loss of promotion for refusal of sexual favours
- offensive internet / soft copy material or offensive emails

Responsibilities

All workers have a personal responsibility for applying the Company's policy and for behaving in a considerate and respectful way to each other.

Hort Constructions management personnel are responsible for the monitoring of employees and subcontractors, and the enforcement of this policy, and will investigate any complaint. providing written reports to senior management, who will decide on an appropriate course of action.

When a written or verbal warning is given, this may be coupled with action to ensure that the victim is able to continue working without intimidation or undue anxiety, either by transfer of the harasser or victim, or amending the working practices.

Serious incidents can constitute gross misconduct for which an employee may be immediately dismissed. This policy will be communicated to our interested parties and be publicly available on its website.

Top management is committed to a high level of quality of product and services for its customers, provide safe working Environments to its employee, contractors, and other stake holders. The management is committed to prevent pollution and sustainable management of the environment. The company is aware of its responsibility for climate change and take all possible steps to achieve Net Zero.



Adam Sara
General Manager
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