



Sexual Harassment Policy

Application of Policy

ASP Ship Management Group (ASP) recognises that everybody in the workplace has the right to be treated with respect and dignity. ASP expressly prohibits sexual harassment at work. It is unacceptable and unlawful and may expose the perpetrator and ASP to liability and every employee has a responsibility to ensure the workplace is free from sexual harassment.

This Policy applies to all employees of ASP. Disciplinary action including termination of employment may be taken against anyone found to have engaged in conduct amounting to sexual harassment or who has otherwise breached this Policy. This Policy applies in conjunction with ASP's Sexual Harassment Procedure which is available at in our Integrated Management System.

What is Sexual Harassment?

A person sexually harasses another if he or she makes an unwelcome sexual advance; makes a request for sexual favours; engages in any other unwelcomed conduct of a sexual nature; in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. Examples of sexual harassment are set out in ASP's Sexual Harassment Procedure.

Sexual harassment may occur in a single incident or a series of incidents. Sexual harassment may occur by way of conduct in the workplace that is not directed towards a particular person but which creates an uncomfortable culture or atmosphere in the workplace or which is seen or overheard by a person who is offended, humiliated or intimidated (e.g. sending emails or displaying pictures of a sexual nature). Sexual harassment may occur in the workplace or outside the workplace but in connection with work. Friendships and consensual relationships are not sexual harassment.

Victimisation and malicious complaints

A person must not victimise another person for making a complaint or being involved in a complaint (e.g. as a witness) of sexual harassment. A person must not make a complaint of sexual harassment against another person that is malicious, vexatious or knowingly false. Any person who does so may be subject to disciplinary action including termination of employment.

What can you do if you experience Sexual Harassment?

If you feel that you have been sexually harassed, you should not ignore it. Sexual harassment may occur from another employee or representative of ASP, other workplace participants, or clients. You are not expected to put up with sexual harassment from any person. If you feel that you have been sexually harassed, please refer to ASP's Sexual Harassment Procedure as to the applicable complaints process and the Contact Officer. You will not be subject to any detriment as a result of making a good faith complaint of sexual harassment.


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