



FAMILY AND DOMESTIC VIOLENCE LEAVE POLICY

Wasco Australia is committed to providing support and assistance to employees who are affected by family and domestic violence.

The Company acknowledges that family or domestic violence affects everyone differently, and is committed to providing a safe and supportive working environment by:

- Acting promptly and appropriately if there is any indication a person in the workplace is being subjected to family or domestic violence while at work.
- Guaranteeing that information given to Human Resources will be kept confidential and any records of such information will be kept secure and will be de-identified or destroyed when no longer required.
- Offering assistance for employees who are experiencing personal, family or employment related problems via a third-party confidential counselling service.
- Considering requests made under the FW Act for flexible working arrangements or approving paid FDV Leave to assist an employee when dealing with family or domestic violence affecting them. For example, to recover, settle, organise children, attend doctor's appointments, attend court appointments, seek legal assistance, or relocate.

Payslips will not detail any paid FDV Leave that was taken or an employee's paid FDV Leave balance. All records of paid FDV Leave balances will be kept secure and confidential. However, employees can request for details of their record to be provided to them if need be.

Any evidence provided will be cited by Human Resources, kept confidential and returned to the employee and evidence will not be kept on file.

Mel Whyte
President
Wasco Australia

24 May 2023

