

Respect & Support



Hutchies is committed to fostering an inclusive and safe workplace culture that is welcoming, fair and supportive. The health, wellbeing and safety of our people and the community is the basis of our cultural norms.

Hutchies is committed to providing a safe and respectful environment for all company members, clients and visitors to our workplaces free from all forms of discrimination, bullying and harassment. All company members are required to treat others with dignity, courtesy, and respect. We demonstrate this through:

- Upholding Hutchies' core values which underpin our inclusive and enjoyable culture
- Modelling and promoting appropriate standards of behaviour at all times
- Undertaking our business activities in a safe, courteous and friendly manner
- Facilitating training and skills development opportunities for our people
- Maintaining a culture that respects individual merits — not based on gender, age, race, sexual identity or situation
- Providing resources and opportunities for workers to participate in health and wellbeing activities
- Communicating procedures that support fitness for work and rehabilitation & return to work requirements
- Developing flexible working strategies that assist workers to undertake appropriate alternative duties if required
- Providing pathways to support for workers and their partners in situations of domestic and family violence
- Supporting flexible leave options in line with the National Employment Standards (NES) and relevant agreements
- Treating complaints in a sensitive, equitable and confidential manner, with necessary protections for reporting parties
- Arranging appropriate assistance for affected parties, including access to our EAPs or network of support services
- Engaging and consulting with our workforce to continuously improve our approach and culture
- Complying with relevant laws and regulations including monitoring and reporting on workforce composition
- Communicating Hutchies' process for grievance / issue resolution to relevant parties
- Instigating necessary action against parties found to be in breach of this policy

Through the effective implementation of this policy and its associated procedures, Hutchies aims to maintain a positive environment for company members and visitors.

Russell Fryer

Managing Director
J Hutchinson Pty Ltd

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hutchies.com.au/help