

# Domestic and Family Violence Prevention Commitment

## **We will stand up, speak out, and support our staff to prevent domestic and family violence. This is our commitment.**

Cardno is committed to providing a healthy and safe working environment for all employees. Sometimes employees face difficult situations in their work and personal life, such as domestic and family violence (DFV), which may affect their attendance, performance at work and safety.

DFV occurs when one person in a relationship uses violence and abuse to maintain power and control over the other person. This can include behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, and coercive or aimed at controlling or dominating the other person through fear.

DFV doesn't discriminate and can affect people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds and income levels.

## **Our approach**

Domestic and family violence is a workplace issue. Cardno leaders, managers, supervisors and employees are committed to making Cardno a great place to work. Cardno can make a significant difference to employees affected by DFV by providing appropriate safety and support measures.

DFV is unacceptable in any setting, including the workplace.

We are committed to fostering a culture where employees affected by DFV are supported in the workplace, thereby contributing to a healthy, inclusive and safe working environment for all.

Furthermore, any Cardno employee who perpetrates violence and abuse from the workplace, including by telephone, fax, mail, email, internet or social media may be subject to disciplinary action.

## **Access support and information**

There are support options available to assist employees affected by DFV:

- > **Training:** Awareness information can be located on the Women in Cardno Intranet page. If you have any questions, contact your HR representative
- > **Support services:** There are numerous global support agencies, shelters and helplines. Cardno has compiled a list for employees to access [here](#).
- > **Employee Assistance Program (EAP):** In most regions, employees and their families can access free counselling sessions at no personal cost.
- > **Flexible working arrangements:** Cardno will provide employees affected by DFV with access to flexible working arrangements. Employees are encouraged to discuss their request for flexible working arrangements with their managers in the first instance.
- > **Other adjustments to work:** Reasonable adjustments to the work environment will be made to ensure an employee's health and safety. This may include changes to working hours, office location, contact details and parking arrangements.