

HARASSMENT / DISCRIMINATION POLICY and GUIDELINES

Intermodal Group is committed to providing a working environment free from all forms of harassment, discrimination, bullying, victimisation or vilification.

Harassment or discrimination on the basis of sex, pregnancy or potential pregnancy, marital status, family/carer responsibilities, race, nationality ethnic origin, political or religious beliefs, disability, age or sexual preference may be unlawful and will not be tolerated by any person within Intermodal Group.

No Workplace participant should be subjected to unsolicited and unwelcome verbal or physical behaviour, which is offensive, intimidating or humiliating, or subjected to written or graphic material that they find offensive. All of these situations result in a hostile working environment. (Note: fair performance counselling or discipline will not constitute harassment) Every person in the workplace has a Duty of Care to take reasonable care for the health and safety of anyone who may be affected by their acts or omissions. Any form of harassment may cause harm to another person and is unacceptable behaviour in our workplace.

The company expects these standards of behaviour to be upheld by anyone associated with Intermodal Link Services in any circumstance, whether on or off site, in or out of working hours.

Discrimination, Harassment and Workplace Bullying are unlawful, and as such are considered Gross Misconduct by Intermodal Group. Accordingly, the appropriate disciplinary procedures will be enacted for failure to comply with these guidelines.

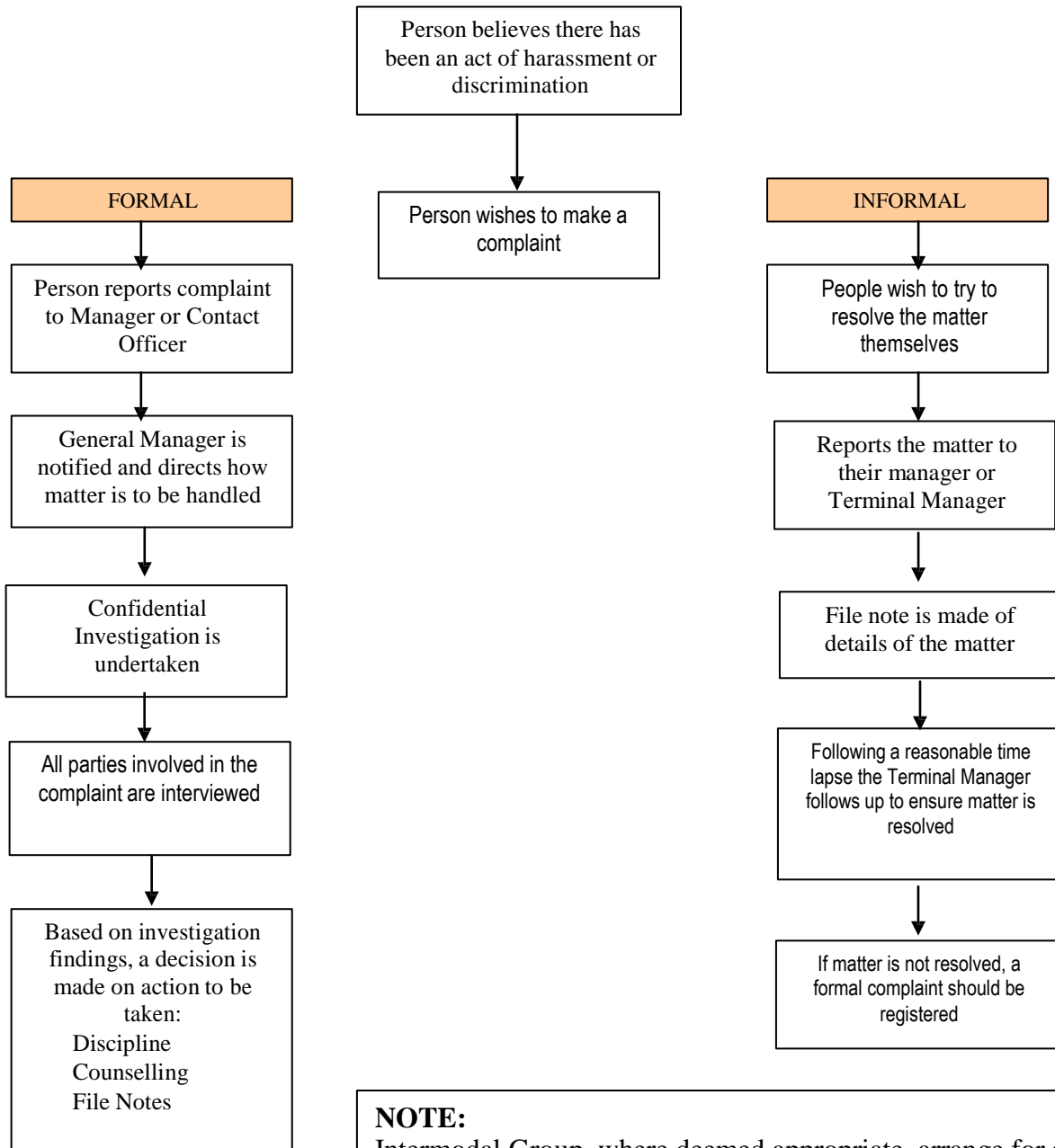
Intermodal Group commits to ensure these guidelines are communicated to all employees, that suitable training is provided and that an appropriate grievance procedure is available to everyone.

Jim Stevenson

Managing Director
Intermodal Group

GRIEVANCE PROCEDURE HARASSMENT / DISCRIMINATION

Any employee may raise a concern or make a complaint if they believe that they are experiencing any form of harassment or discrimination in the workplace. Any such concern should be raised with your manager, the General Manager or Safety Manager.



NOTE:

Intermodal Group, where deemed appropriate, arrange for an informal conference for all persons concerned. The purpose of this meeting is for the parties to try to resolve the complaint. The persons involved are entitled to representation at the conference and all discussions are to be kept strictly confidential.