



Domestic and Family Violence Policy

| Supporting a safe, respectful, and inclusive workplace

Internal Policy Document

Approved by

Scott O'Brien (Managing Director)

Version 3.0

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Purpose

- ✓ Provide a safe, respectful, and supportive workplace for all employees.
- ✓ Recognise that domestic and family violence (DFV) can significantly impact an individual's safety, wellbeing, and work performance.
- ✓ Ensure alignment with Queensland Government procurement expectations and industry best practices.

Our Commitment

- ✓ **Zero tolerance** for domestic and family violence in any form.
- ✓ All disclosures will be handled with dignity, respect, and sensitivity.
- ✓ No employee will be disadvantaged or discriminated against for disclosing domestic and family violence or seeking support under this policy.

Scope

- ✓ **Applies to everyone:** This policy covers all Ironbark EV employees, as well as contractors and subcontractors engaged by Ironbark EV.
- ✓ **Beyond the workplace:** It extends to domestic and family violence occurring outside the workplace where it may impact an individual's safety, wellbeing, or ability to perform their role.
- ✓ **Work-related activities:** Includes situations during work-related travel, events, or when using company technology/vehicles.

Definitions

Domestic and Family Violence (DFV) includes any behaviour in an intimate, family, or caring relationship that is violent, threatening, coercive, or controlling, or causes a person to live in fear.

This may include abuse that is:

- > Physical
- > Psychological
- > Financial
- > Emotional
- > Sexual
- > Technological

Policy Statement

- ✓ Ironbark EV will take reasonable steps to prevent and respond to domestic and family violence impacts in the workplace.
- ✓ Managers are responsible for responding in a supportive, non-judgemental manner and facilitating access to appropriate support.

Zero Tolerance

- ! **Strict Prohibition:** Misuse of company resources to perpetrate domestic and family violence is strictly prohibited.
- ! **Disciplinary Action:** Employees who perpetrate domestic and family violence may face disciplinary action, up to and including termination, consistent with legislation and industrial instruments.

Workplace Support

Ironbark EV provides reasonable and appropriate support on a case-by-case basis, including:

- ✓ **Flexible work arrangements** to accommodate legal or medical appointments.
- ✓ Access to **leave entitlements** in accordance with applicable legislation and industrial instruments.
- ✓ **Temporary adjustments** to work duties, location, roster, or contact details to support safety.
- ✓ Implementation of **workplace safety planning** (e.g., call screening, secure parking access).
- ✓ Confidential referral to appropriate external support services.

External Resources

Confidential professional support is available 24/7:

 **1800RESPECT**
1800 737 732

 **Lifeline**
13 11 14

 **DVConnect Womensline**
1800 811 811

 **DVConnect Mensline**
1800 600 636

 **Emergency Services**
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Confidentiality

- ✓ All disclosures of domestic and family violence will be handled confidentially and sensitively.
- ✓ Information will only be shared on a **need-to-know basis** or where required by law to protect the safety of the employee or others.
- ✓ Records will be stored securely. Ironbark EV will seek consent before sharing information, provided it is safe to do so.



Responsibilities

- ✓ **Leaders & Managers**
Respond in a supportive, non-judgemental manner, assist with safety planning, approve reasonable adjustments, and escalate imminent risks immediately.
- ✓ **Employees**
Encouraged to seek support if needed, inform their manager or HR when safe to do so, and strictly respect the privacy and confidentiality of colleagues.
- ✓ **Safety First**
All staff are responsible for reporting immediate safety concerns occurring in the workplace.