



# Media Statement

## ZERO TOLERANCE TOWARDS SEXUAL HARASSMENT IN THE MINING INDUSTRY

Last night, the 60 Minutes program ran a story which included an allegation from one of our employees who worked at the Gruyere gold mine. The allegations were made last year and have been subject to investigation by the WA Police, the WA Department of Mines, Regulation, Industry and Safety (DMIRS) and an independent authority. A second potentially concerning incident was raised during the program which we are now reviewing, and if the behaviour of individuals is found to be unacceptable, appropriate action will be taken and authorities advised.

MACA provides support to all our employees who have been affected.

Our journey management process ensures that, where an employee leaves site outside of a normal roster, measures are in place to provide accommodation, transport and assistance as required for the care of our people.

We were asked to comment by 60 Minutes and provided the following statement to respect both the individual and the police investigation:

*“MACA is committed to all of its employees working in a safe and respectful environment. Any allegations which contravene this are treated with the utmost seriousness. We will fully cooperate with any investigation into any allegations which arises and support the individual involved as much as we can. As a contractor at the Gruyere site, it is appropriate that any questions related to the circumstances of the specific allegation be directed to the site manager Gold Fields or WA Police.”*

At MACA we take all complaints very seriously and have taken action by implementing a number of initiatives across our business over the past year to ensure that everyone understands that bullying and harassment in any form is not acceptable. These include the rollout of our #SPEAKUP campaign which encourages anyone to report any form of inappropriate behaviour and harassment, mandated bullying and harassment training for all employees and leaders across our business and the introduction of a confidential email set up specifically to capture any concerns from individuals working for MACA who experience or witness this behaviour. We are committed to our employees feeling safe and making sure they can work within an enjoyable workplace.

Our General Manager People Linda Devereux has travelled to Gruyere to meet directly with our team and hear any of their concerns.



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**For further information please contact:**

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\*\*\*ENDS\*\*\*

**About MACA** | MACA Limited is an ASX-listed contracting group providing services to the mining and construction industries. Employing in excess of 3,000 people, MACA specialises in contract mining and crushing, civil construction and infrastructure maintenance, and mineral processing solutions.