

SUBMISSION TO THE WA PARLIAMENTARY INQUIRY INTO SEXUAL HARASSMENT AGAINST WOMEN IN THE FIFO MINING INDUSTRY

1. INTRODUCTION

At Fortescue Metals Group Ltd (**Fortescue**), safety is our first priority. This means keeping all of our team members physically and psychologically safe while they are at work and in situations connected with their employment. As part of this, Fortescue is dedicated to ensuring that there is a safe and respectful culture at our workplaces and accommodation villages and that our team members are not exposed to sexual harassment. We take this responsibility very seriously. Sexual harassment is unlawful, it is not tolerated at Fortescue and we are committed to eliminating it from our operations.

The Community Development and Justice Standing Committee of the Parliament of Western Australia (**Committee**) has initiated an inquiry into sexual harassment against women in the FIFO mining industry (**Inquiry**). Fortescue welcomes the Inquiry as it will:

- assist the Western Australian community to gain a better understanding of the issue of sexual harassment and its impact on people living and working in remote mining operations;
- consider how workplace characteristics, cultures and practices can assist to protect against occurrences of sexual harassment;
- confirm the adequacy of current legislation, regulations, policies and practices regarding sexual harassment in FIFO workplaces; and
- distinguish examples of good practice in the actions being taken by industry and government to improve the situation.

In this submission, Fortescue wishes to make a positive contribution to the Inquiry and to speak to each of the questions which the Committee will be considering. We will also share the details of our Workplace Integrity Review and explain the other practices and procedures we have in place to prevent sexual harassment.

As part of assisting the Inquiry process, Fortescue wants to appear before the Committee to participate in person. The Committee would also be welcome to visit one of our FIFO mine sites so they can see first-hand the emphasis Fortescue places on preventing sexual harassment within our operations.

We look forward to sharing in the beneficial outcomes that this Inquiry is capable of achieving, including greater transparency across the industry about how each of us is working to prevent sexual harassment within our organisations, and what more can be done.

2. UNDERSTANDING SEXUAL HARASSMENT

The Inquiry has asked:

Is there a clear understanding of the prevalence, nature, outcomes and reporting of sexual harassment in FIFO workplaces?

The Industry Experience

The issue of sexual harassment is a community-wide problem that is not confined to the FIFO mining industry. By its very nature, it is difficult to have a complete understanding of all incidents of sexual harassment that take place in the community.

The position is the same in the FIFO mining industry. Unlike many other issues arising in workplaces, the prevalence and nature of sexual harassment can be difficult to measure. Incidents of sexual harassment can be sensitive and difficult matters for those involved to discuss. The subject matter of an incident of sexual harassment will usually be highly personal and often upsetting, and even distressing, to recount. Because of this, a person who believes they have been sexually harassed may, understandably, be reticent to come forward and make a complaint. Disciplinary outcomes and restitution for victims of sexual harassment in individual instances may not accurately reflect the prevalence and nature of sexual harassment across the broader workforce.

Further, the complexities of interpersonal relationships in the workplace, and a living environment that is shared with the same group of people as the working environment, mean that FIFO workers may feel reluctant to make a report of having experienced or observed sexual harassment in connection with their employment.

In addition, complaints which have been made, but which are not proven to have occurred, are rightly kept confidential from other employers. Complaints which have been made and which are proven to have occurred, may still be kept confidential from other employers.

Finally, the interest of media in these issues, while important in raising public awareness, can produce negative outcomes when the privacy of individuals and rights to access the justice system are not recognised. This is because the resultant infringement on a person's privacy can seriously dissuade other people from reporting incidents that they have witnessed or experienced, and detrimentally affect the mental health of the people involved. It can also prejudice both the prosecution and defence of any criminal proceedings which might ensue. This further complicates the disclosure and reporting of issues when they arise.

As such, it is difficult for participants in the FIFO mining industry, and the mining industry generally, to gather a clear understanding of the nature, prevalence and outcomes of sexual harassment in the industry.

The Fortescue Experience

Fortescue has over 11,000 workers (direct employees, contractors and labour hire staff) who regularly fly in and fly out of the Pilbara for our operations, shutdown programmes and projects.

Fortescue is acutely aware of the challenges associated with gaining a clear understanding of the frequency, nature and impact of sexual harassment in FIFO operations. Fortescue therefore has a number of mechanisms in place to make all of our team members feel confident and safe to report any incident of sexual harassment in a variety of ways.

- All of our team members are routinely reminded through induction presentations, training and company-wide videos that Fortescue does not tolerate harassment of any form and that people should speak with their Leaders or a member of the dedicated and well-resourced Fortescue People team if they experience or witness any harassment or other inappropriate conduct.

- All Fortescue Leaders are trained to sensitively, authentically and appropriately handle any complaint they receive.
- All of our team members may report matters of sexual harassment via a Speak Up programme, which consists of a telephone hotline and email address through which people can make complaints and report misconduct. People making a complaint can remain anonymous and do not need to involve their Leader in the report.
- Our team members may also report matters of sexual harassment through a “Whistleblower Hotline”. This is a phone number and email address managed by an external provider to allow people to report serious misconduct and other serious matters. Again, people can remain anonymous and do not need to involve their Leader in the report.
- An Employee Assistance Program (**EAP**) service is provided 24 hours a day 7 days a week (both by phone and in person) for any worker who requires support in relation to having been involved in, or having made a complaint about, sexual harassment. This includes the provision of a dedicated psychologist to assist people who have experienced sexual harassment.
- A non-denominational Chaplain is available in person on every site to provide emotional and spiritual support to all team members, including those who may wish to receive support to make a complaint of sexual harassment.

Fortescue has implemented these mechanisms so that our team members feel comfortable and safe reporting an incident of sexual harassment, and so that we have the greatest level of understanding possible about the prevalence and nature of sexual harassment within our operations.

Despite this, we acknowledge that, as is often the case in relation to nearly all acts of misconduct that involve inappropriate behaviour between people at work, there may be incidents of sexual harassment of which we are not aware, because they are not reported to us.

To address this, we conduct an annual Fortescue Safety Excellence and Culture survey in which all of our team members can anonymously raise issues regarding inappropriate behaviour or other cultural or safety issues. We have also recently launched an additional survey as part of our Workplace Integrity Review, aimed at identifying any issues regarding inappropriate conduct, particularly sexual harassment. In this way, we

provide our team with numerous and varied options for bringing matters regarding sexual harassment to our attention to maximise our understanding of these issues to the extent possible.

The following table shows the number of sexual harassment matters raised with Fortescue in each of 2020 and 2021 (to date):

	2020 (calendar year)	2021 (calendar year)
Total workforce*	12,872	15,571
Total number of sexual harassment matters raised	11	20
% of workforce that raised a sexual harassment matter	0.09%	0.13%

*Total workforce numbers are an average of Fortescue’s total workforce in January and December of each year.

Fortescue employs a range of proactive and preventative measures to reduce the risk of sexual harassment occurring and takes clear and consistent disciplinary action where it is found to have occurred, including termination of employment. Fortescue also works closely with our contractors to gain assurance that they are aligned in their approaches to preventing sexual harassment. We can and do require the removal of contractor personnel from our sites where necessary and appropriate. We expand on the measures we take to address sexual harassment within our operations below.

3. PROTECTING AGAINST SEXUAL HARASSMENT

The Inquiry has asked:

Do existing workplace characteristics and practices – including but not limited to workplace cultures, rosters, drug and alcohol policies and recruitment practices – adequately protect against sexual harassment?

Workplace Culture

Fortescue believes that having a safe and respectful workplace culture limits the potential for sexual harassment to take place and results in a more engaged and productive workforce. As such, Fortescue is dedicated to ensuring that there is a safe and respectful culture at our workplaces and accommodation villages. This is achieved through adhering to the Fortescue Values in everything we do. The Fortescue Values are:

- Safety
- Family
- Empowerment
- Frugality
- Stretch targets
- Integrity
- Enthusiasm
- Courage and determination
- Generating ideas
- Humility

Safety is the first priority. Keeping people safe from the harm that can be caused by sexual harassment is an important aspect of this priority. There are many practical steps that Fortescue takes to ensure that our workplaces are safe and respectful and align with our Values.

- **Code of Conduct and Integrity:** This is our chief workplace policy. It specifically provides that team members must not engage in sexual harassment or sexual assault and that Fortescue will impose disciplinary action where a complaint of harassment is substantiated.
- **Training:** We provide comprehensive induction training to all our team members regarding respectful behaviour, as well as regular ongoing training to our employees.
- Focus on **Leaders:** We provide dedicated training to our Leaders to ensure they model appropriate behaviours, call out poor behaviours and create a safe and respectful environment for their teams.
- **Videos:** We develop and produce videos which are tailored to suit our workforce and which feature our own team members, on topics such as respect, bullying and appropriate language. We have found these videos to be a particularly effective way of conveying messages to our team. The videos are circulated widely throughout the Fortescue team including by streaming on monitors throughout our workplaces.
- We conduct “**stop moments**” with groups of workers during which workers stop work and discuss issues concerning safety, including sexual harassment and other inappropriate workplace conduct.
- **Policies and procedures:** We have clearly worded and robust employment policies and procedures in place in addition to our Code of Conduct and Integrity, to ensure behavioural expectations are clearly set out, and disciplinary action can be taken in respect of misconduct where appropriate.
- **Recruitment:** We have a specific recruitment process that encompasses our “Leading the Values” programme to ensure Fortescue Leaders are focussed on only employing people who embody our Values. Gender diversity is also considered as part of every recruitment decision we make.
- **Screening:** We follow thorough due diligence processes for the recruitment of employees, including the provision of an acceptable police clearance certificate. Our contracting partners are also required to thoroughly screen their own employees before placing them to work on a Fortescue site.
- **True Colours and Northern Spirits Awards:** Each month team Managers identify team members who have demonstrated their commitment to our Values

through an extraordinary act, in categories such as “Encouraging a Diverse Workplace”, “Looking After our Mates and Ourselves” and “Building a Great Team Culture”. These team members receive our True Colours Award. Twice a year, the most inspiring True Colours Award recipient is identified by our Executive and awarded our Northern Spirits Award for demonstrated and outstanding commitment to our Values.

Through the use of these practical tools, Fortescue aims to create a workplace culture that aligns with our Values and that is respectful and safe for everyone working there. Fortescue monitors whether these tools are working through our annual Fortescue Safety Excellence and Culture survey. In this survey, all Fortescue team members are asked to provide us with feedback about the culture of our company, the safety of the places where they work and live on site, and any suggestions they have for improvement and change.

Fortescue also acknowledges that gender diversity in the workplace can help to prevent sexual harassment from taking place. In the 2020 financial year, 26% of our senior Leaders were female, as were 25% of our management team and 19% of our workforce. We continue to ensure that our policies support women in the workplace through a range of practical initiatives and we are committed to increasing the representation of women in our workforce.

Finally, Fortescue is also a White Ribbon Australia Accredited Workplace. White Ribbon Australia is an organisation dedicated to the prevention of violence against women and children and the promotion of gender equality. Obtaining accreditation by White Ribbon demonstrates that Fortescue is committed to gender equality and creating a safe workplace that is free from violence, including against women.

Rosters

Our FIFO team members work a variety of different roster patterns, including two weeks on / one week off, two weeks on / two weeks off, 8 days on / 6 days off and 4 days on / 3 days off. The same level of training and support is provided to our team members no matter which of these rosters they are working.

We find that our team members who work the longer rosters form particularly strong bonds with their teammates and that this can provide a protective and supportive network for all team members while they are on site.

Fortescue does not consider that roster length itself contributes to the prevalence of sexual harassment at FIFO mining operations. The most important aspect of rostering is making sure that the physical living environment in villages is safe and that the culture during non-working time is respectful.

While workers are on site, Fortescue takes practical measures to make our environment safe. We have security systems in place at all of our sites, including our accommodation villages. This takes the form of (among other things) security lighting, security cameras, robust door locks, key handover procedures and the ability to request a security guard to walk someone back to their room. Security guards are in place at all of our villages at all times. Through these resources, we are able to protect the physical safety of our team members when they are at work and in our accommodation villages.

We also have a range of measures in place to make our villages safe in other ways. For example, we encourage and support our team members to remain in regular contact with their families and friends while they are away at work and we provide internet access at our sites and villages for this purpose. We have produced a video on this topic which shows Fortescue team members describing the practical ways in which they stay in touch with people at home and this is shown regularly throughout our operations.

We also have programmes to support healthy living such as gyms, sporting courts, indoor cricket facilities, swimming pools, grassed exercise areas, regular exercise classes and dedicated walking tracks within our villages to help the people staying there feel engaged and well. In addition, our villages have recreation rooms with televisions, books and games. We also regularly invite the families of our FIFO team members to visit them at site and we host family friendly activities while they are there. In this way, our villages function as a community where all of our team members as well as their families, can feel welcome, included and safe.

Recruitment practices

Fortescue recruits our people using a “values-based” recruitment process. Part of this is our “Leading the Values” programme. This is a programme by which Leaders are trained to recognise and recruit people who align with the Fortescue Values. Through this, we recruit people who fit within our unique culture and Values and who will perpetuate those Values through their conduct and approach.

In addition, we have a stringent screening process in place for recruiting new employees. This involves obtaining a recent police clearance certificate for every employee who we intend to recruit. We also require our contracting partners to thoroughly screen their employees who they intend to place within our operations.

Fortescue dedicates significant time and resources to developing and providing training to our workforce. We provide specific training in relation to sexual harassment and other inappropriate workplace behaviours to all of our team members via the following programmes:

- an online induction and training programme provided to all team members who are new to Fortescue, which includes a “Fortescue Respect in the Workplace” module regarding appropriate workplace behaviour and expectations and explains the content of our workplace behaviour policies;
- a face to face induction and training programme provided to all team members who are new to Fortescue at which our Values and our expectations regarding respectful workplace behaviours are discussed;
- ongoing “Fortescue Respect in the Workplace” training provided to all Fortescue team members regarding respectful workplace behaviour, including sexual harassment; and
- additional leadership training for our Leaders called “Respect in the Workplace for Leaders” which includes identification of issues relating to sexual harassment and dealing with sexual harassment complaints.

In addition to the explanations that are provided to team members through our training and induction processes, we make clear our expectations regarding appropriate workplace behaviour through our contracts of employment and our workplace policies and procedures. In particular, we have an “Equal Opportunity, Discrimination and Workplace Bullying” policy which outlines in detail the sorts of behaviour that can constitute sexual harassment and makes clear that Fortescue will not tolerate sexual harassment (or any other inappropriate conduct) within our operations. Our “Equal Opportunity, Discrimination and Workplace Bullying” policy applies to both employees and contractors.

Drug and alcohol policies

Fortescue has strict policies in place regarding the consumption of alcohol and drugs within our operations and at our accommodation villages. These apply to both employees and contractors.

Workers must not be under the influence of alcohol or drugs at Fortescue sites when they are performing work. Our team members can be required to participate in blood alcohol concentration (**BAC**) tests before the commencement of shift, as well as for cause and at random. A range of disciplinary action may be implemented against employees who present for work, or who perform work, under the influence of alcohol or drugs or who refuse or interfere with a BAC test. Employees of our contracting partners, or other visitors, who are under the influence of alcohol or drugs at work may be removed from site.

At our accommodation villages when people are not working, people are permitted to have a maximum of 6 alcoholic drinks (depending on alcohol content) in a 24 hour period, and they are instructed to not stockpile any alcohol in their rooms or bring their own alcohol to site. The amount of alcohol a person can purchase is regulated by a swipe card which team members must use in order to purchase alcohol.

Fortescue carefully and regularly considers the provision of alcohol at its accommodation villages in the context of its obligation to keep our team members safe and to prevent sexual harassment from occurring within our operations. It is up to each operator in the FIFO mining industry to take this same approach and to ensure it only serves alcohol in its accommodation villages responsibly. This means that the quantity of alcohol which operators make available to its team members at its accommodation villages will vary between operators. Fortescue believes this is acceptable provided all operators are meeting their obligations to keep their team members safe. Fortescue also works hard to ensure we have a culture that allows us to place trust in our team members to live up to our Values and keep their team members safe, while feeling comfortable and at-home in our accommodation villages.

4. ADEQUACY OF THE REGULATORY FRAMEWORK

The Inquiry has asked:

Are current legislation, regulations, policies and practices adequate for FIFO workplaces in Western Australia?

Safety Legislation

Both the *Mines Safety and Inspection Act 1994* (WA) (**MSI Act**) and the forthcoming *Work Health and Safety Act 2020* (WA) (**WHS Act**) positively require employers, principals and operators of mines to (broadly speaking):

so far as is practicable, provide and maintain at a mine a working environment in which workers are not exposed to hazards (as in the case of the MSI Act);¹ and

ensure, so far as is reasonably practicable, the health and safety of workers while the workers are at work (as in the case of the WHS Act).²

These positive duties clearly require duty holders to take practicable steps to prevent sexual harassment within their workplaces in accordance with the precise wording of the relevant legislation. This is because sexual harassment is clearly a “hazard” and a risk to a worker’s health and safety. In fact, the WHS Act specifically defines “health” to mean “physical *and psychological* health”.³ Fortescue supports the existence of each of these positive duties to keep workers safe, and supports the application of those positive duties to require duty holders to prevent sexual harassment within the workplace in accordance with the terms of the legislation.

Reporting to the safety regulator

Fortescue considers that the position regarding the obligation of FIFO mining operators to report sexual harassment within their operations to safety regulators and other authorities under the applicable safety legislation is unclear and unsatisfactory. This is causing confusion and uncertainty within the industry in relation to how the existing

¹ See ss.9 and 15A MSI Act.

² See s.19 WHS Act.

³ See s.4 WHS Act.

reporting frameworks apply to incidents of sexual harassment (particularly alleged but unproven incidents) and how to engage with safety regulators.

There are additional factors which must be taken into account when considering obligations to report incidents of sexual harassment to a safety regulator beyond the suitability of the applicable legislation. These include the following:

- **Timing:** The MSI Act and WHS Act reporting regimes require incidents to be reported within short timeframes. However, allegations must be properly investigated before a determination can be made regarding what, in fact, has happened. This makes it impossible to report matters within the same sorts of timeframes that might otherwise apply to more immediately discernible hazards and injuries.
- **Effects of the harassment:** The MSI Act and WHS Act reporting obligations are triggered by certain types of occurrences or injuries taking place. However, the effects of an incident of sexual harassment depend on the circumstances and people involved and can be difficult to quantify and may be revealed over an extended timeframe. This means it is not easy to apply a fixed list of particular occurrences or injuries to incidents of sexual harassment.
- **Confidentiality:** Employers owe obligations of confidentiality and privacy to the people involved in a sexual harassment complaint. Sometimes complainants specifically ask that their names be kept confidential or that the complaint they are making not be investigated or taken further. Similarly, respondents have an interest in not being named in complaints involving mere allegations which may not be true. This places employers in a position of conflict if they are required to submit a report to a safety regulator which requires names to be provided as part of a report.
- **Criminal law considerations:** If the sexual harassment is also being treated as a criminal matter, this adds further complexity regarding the disclosure of names, facts and other evidence collected by the employer as part of its workplace investigation. For example, such evidence can be used in a criminal trial to question a complainant's motives and credibility, or to attack the evidentiary basis for the prosecution's case. Reporting of criminal matters to a safety regulator therefore has the capacity to prejudice the position of both the complainant and the respondent in any criminal proceedings that arise.

Fortescue considers that a bespoke reporting system designed specifically to cater for reporting incidents of sexual harassment that occur in and in relation to workplaces, is required. Consideration should be given to a practice (or legal requirement) whereby incidents of sexual harassment that are reported to (and being investigated by) Police, may not be reported to the safety regulator until after the Police give approval to do so.

Public consultation in relation to this bespoke system should occur to ensure it is fit for purpose and that all relevant issues and complicating factors are considered and addressed.

Employment Legislation

Fortescue considers that the framework set out in the *Fair Work Act 2009* (Cth) (**Fair Work Act**) regarding the proscription of sexual harassment in the workplace is adequate to prevent and address sexual harassment within the FIFO mining industry. In particular, we consider that sexual harassment can clearly constitute a valid reason for the purposes of the unfair dismissal provisions of the Fair Work Act and a complaint regarding sexual harassment can clearly constitute a workplace right for the general protections provisions of the Fair Work Act.

Fortescue supports the *Fair Work (Respect at Work) Amendment Bill 2021* and the amendments that it proposes to make to the Fair Work Act. We consider that they serve to provide clarity to employers (for example, those that did not already consider sexual harassment to constitute a valid reason for dismissal) and they strengthen Fortescue's ability to take disciplinary action against its employees for engaging in sexual harassment.

Discrimination Legislation

As set out above, Fortescue supports the *Fair Work (Respect at Work) Amendment Bill 2021* and the amendments that it proposes to make to the *Sex Discrimination Act 1984* (Cth) (**SDA**). We acknowledge that these amendments are based largely on the recommendations of the Australian Human Rights Commission in its *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* report. Fortescue supports the Australian Human Rights Commission in this work and considers the report an important step towards addressing sexual harassment in workplaces generally.

A further matter identified in the Respect@Work report as requiring redress is the inconsistent definition of “sexual harassment” in applicable legislation. This is particularly the case in Western Australia, where the *Equal Opportunity Act 1984 (WA)* (**EO Act**) contains a different definition of “sexual harassment” to that which is contained in the SDA. This makes it difficult for Western Australian employers because they have to apply both definitions to an act of misconduct. The definition of “sexual harassment” in the EO Act is also quite complicated and somewhat difficult to apply in any event. It would be preferable if the EO Act were amended to adopt the definition of sexual harassment in the SDA. In that way, the legal definition of sexual harassment would be clear and consistent in Western Australia and easier for employers to apply and for employees to understand.

5. IMPROVING THE SITUATION

The Inquiry has asked:

What actions are being taken by industry and government to improve the situation and are there any examples of good practice?

Workplace Integrity Review

Fortescue regularly reviews its existing practices and procedures regarding the prevention of sexual harassment at its workplaces to ensure they remain appropriate, effective and at a best-practice level. We do this through a number of means, including formal review by our People team as well as asking our team members for their views via our annual Fortescue Safety Excellence and Culture Survey. The 2021 participation rate for this survey was 99%.

On 27 July 2021, Fortescue CEO Elizabeth Gaines announced the commencement of a “Workplace Integrity Review”. This is a process by which we are ascertaining the views of our team members, reviewing our practices and procedures and ultimately forming a conclusion as to whether we need to make any changes to our approach to preventing sexual harassment within our operations.

There are four elements to the Workplace Integrity Review:

1. A bespoke and anonymous **survey** which Fortescue has designed to suit our own unique culture and operations. Through this survey, Fortescue will obtain a broad

understanding from our team members regarding any issues concerning personal safety and sexual harassment within our sites or accommodation villages and suggestions for changes which could be made. The survey was launched on 9 August 2021. A survey on this topic will be repeated yearly for benchmarking purposes and so that trends can be identified.

2. Meetings of small **focus groups** with our team members on our FIFO mining sites. These will commence after the initial data has been gathered through the survey, so that any themes which emerge from the survey can be examined further. The first focus group will take place on 18 August 2021.
3. An **external safety review** conducted by an independent safety provider in relation to our FIFO mining sites and accommodation villages. This review will focus on a technological and practical safety assessment of our sites and facilities, such as the position of CCTV cameras, the availability of security guards, the adequacy of lighting and the arrangements for handling accommodation room keys.
4. Two **leadership walks** will be undertaken by site leaders at each of our FIFO mining sites and accommodation villages – one during the day and one at night. During this walk, our Leaders will consider safety matters in situ and discuss ideas for enhancements and change.

In addition, as part of the Workplace Integrity Review, team members will be able to request and attend a one-on-one meeting with our Director of Fortescue People, to bring any important matters regarding sexual harassment to her attention.

Once the results of each element of the Workplace Integrity Review have been completed, Fortescue will closely examine the results to determine whether any changes need to be made.

Other Initiatives

In addition to the launch of our Workplace Integrity Review, we have also convened a 'Contractor Forum' meeting with our key suppliers of labour to take place on 6 September 2021. We have invited senior representatives of these suppliers to attend the Forum, including Managing Directors and Heads of Human Resources teams. The purpose of the Contractor Forum is to discuss with our key suppliers our approach to preventing sexual harassment within our operations and to understand the approach of our suppliers to preventing sexual harassment within their workforces.

We are also preparing new videos and other material that we will be rolling out at each of our sites and accommodation villages in coming months on subjects including alcohol, raising concerns and supporting your mates.

Finally, we are members of the Chamber of Minerals and Energy and participate actively in their Safe and Respectful Behaviours Working Group which has been convened to address sexual harassment in the mining industry, as well as their other working groups at which this matter is discussed and addressed such as the WHS Committee. We are also members of the Association of Mining and Exploration Companies and participate in their working groups including those which relate to workplace health and safety and addressing sexual harassment.

6. CONCLUSION

Fortescue is dedicated to preventing sexual harassment within our operations as part of our overall commitment to maintaining the physical and psychological safety of our team members. Many of the steps we already take in this regard are outlined in this submission. However, we acknowledge that organisations can always do more.

Employers in the FIFO mining industry have demonstrated over time that we can be leaders in the field of ensuring workplace safety. There is no reason why we cannot also be leaders in preventing workplace sexual harassment. We look forward to the results of the Inquiry as a step towards achieving this.

FORTESCUE METALS GROUP LTD

13 August 2021