



POLICY Domestic and Family Violence Policy

Wiley is committed to supporting employees experiencing domestic and family violence.

This policy provides the framework to support our employees with compassion, resources, and services, with the aim of supporting their safety and continued participation in employment, and to ensure they are not disadvantaged because they are affected by domestic and family violence. Wiley will treat disclosures of domestic and family violence as confidential.

Wiley demonstrates this commitment by providing:

- Access to the Employee Assistance Programs (EAP)
- Counselling and advice to workers and their partners who require support for domestic and family violence situations
- Return to work support for employees who need flexibility in working arrangements in order to deal with domestic and family violence situations
- Special leave entitlements to those affected (as per Fair Work)
- Temporary arrangements tailored to suit specific needs
- Training for senior management and employees on various topics partnering with MATE.

Our relationship with MATE ensures we are providing all employees with the right toolkit to be on the forefront of violence prevention. With specific training targeted for senior management, middle management, and other employees we are taking steps to ensure everyone has the ability to recognise a problematic situation and feel empowered to act accordingly.

Wiley is sensitive to the impact of domestic and family violence in our community and is committed to supporting our workers.

Suzie Wiley | Managing Director