

## Everyone Deserves Respect (Thies)

### Summary:

Taking respect globally, Thies has an active pool of certified Respectful Workplace Officers (RWO) who are committed to cultural change across the organisation in creating a healthy, safe and respectful workplace for all.

These officers collaborate closely with external experts, forging partnerships to deepen their understanding of what constitutes inappropriate or disrespectful conduct. Together, they delve into the intricate nuances of identifying and addressing these behaviours, utilising the bystander framework as a powerful tool to respectfully challenge and dismantle them.

This commitment to action resonates across continents, with Thies strategically placing RWOs in key locations such as Australia, Indonesia, Mongolia, Cambodia, the Americas and India. Despite geographical diversity, these officers share a singular mission - to cultivate an environment where every member of the workforce is not just valued but treated with the utmost dignity and respect. Their collective efforts transcend borders, aiming to dismantle cultural barriers and establish an inclusive, respectful workspace that embraces diversity.

### Issues:

#### **Addressing Risk Management**

The initiative assesses and integrates risks associated with workplace bullying and harassment into management systems. This approach aims to shift the emphasis from reactive measures to a proactive stance on prevention.

#### **Adherence to Standards**

By establishing an active pool of RWOs, the initiative appears to instil a cultural standard that emphasises the value of every individual. This aims to cultivate an atmosphere where respect, safety and inclusivity are continually upheld as foundational values within the company.

#### **Comprehensive Strategies**

Beyond compliance-driven measures, the initiative advocates a comprehensive strategy to prevent an unsafe work culture. It encourages ongoing innovation and effective solutions, enhancing performance and establishing a healthy, safe and respectful workplace.

### Actions:

#### **Catalysts of Safety**

The inception of this initiative involved the crucial approval from the Safer Together Safety Leaders Group, signifying the project's alignment with overarching safety objectives and gaining essential support from industry leaders.

## **Cultural Leadership and Transformation**

Thiess adopts a proactive approach by strategically deploying Certified Respectful Workplace Officers (RWOs) across its global network. These officers play a pivotal role in instigating a comprehensive and far-reaching cultural transformation, emphasising promoting workplace health, safety and cultivating a culture deeply rooted in respect.

## **Collaborative Expertise and Intervention**

RWOs actively engage in collaborative partnerships with external experts. This collaborative Endeavor involves in-depth assessments and the implementation of effective interventions. Their goal is not just to address ongoing issues but rather to form a systematic change within the workplace, ensuring a safe and healthy workplace for all.

## **Leadership Responsibilities**

RWOs, as leaders, set and reinforce workplace standards to prevent the normalisation of harassment, violence or discrimination. They are pivotal in establishing a culture that upholds dignity and fairness for all employees.

## **Respectful Workplace Oversight**

The Respectful Workplace Oversight (RWO) structure serves as a robust and comprehensive system. This oversight ensures internal policy enforcement, incorporating continuous staff training, streamlined complaint procedures and regular policy reviews. Additionally, the RWO offers crucial support to resolution officers, ensuring fairness and adherence to established policies throughout the complaint resolution process.

# **Outcomes:**

## **Core Values Integrated**

The introduction of certified RWOs elevated and emphasised prevailing core values within Thiess. This transformation ingrained core values centred on workplace health, safety and a pervasive ethos of respect, extending across the organisation's global landscape.

## **Enhanced Organisational Resilience**

The initiative played a pivotal role in cultivating a more resilient organisational culture, fostering empowerment and support among employees. This, in turn, contributed to heightened morale, increased productivity and a strengthened sense of belonging within the workplace.

## **Unified Impact**

Through its strategic placement, RWOs facilitated a cohesive and standardised approach to workplace respect and safety, signifying a unified commitment to cultivating an inclusive and respectful work environment.