

## Safe and Respectful Behaviours – Industry Activities

The health and safety of our people, including their physical and psychological safety, is the number one priority for the WA resources sector. Industry has been clear in its commitment to eliminate any instance of sexual assault, sexual harassment, or any other inappropriate behaviours. In June 2021, concerning reports involving instances of sexual assault and harassment were the focus of sustained media coverage, leading to the State Parliamentary Inquiry into [sexual harassment against women in the FIFO mining industry](#) (the Inquiry). The WA resources sector is currently taking active steps to address these issues whilst instituting best practice within workspaces and work-adjacent settings to ensure a safe and inclusive environment for all workers. Examples of activities progressed include:

- **CME Safe and Respectful Behaviours (SARB) Working Group:** The proactive establishment of an issue-specific working group (WG). The WG is tasked with leading policy development on high-priority projects and is committed to eliminating any instance of workplace sexual harassment from our workplaces.
- **Leadership Commitment:** Sexual harassment is standing agenda item on CME's Advisory Board and Executive Council, highlighting the significance of the issue and ensuring industry's progress is reviewed regularly.
- **Inquiry Participation:** CME, and member companies, have actively engaged in the Inquiry from the outset and publicly acknowledged the need to improve safety for women at operations around WA. CME provided detailed submissions in [August 2021](#) and [March 2022](#), and appeared before the Committee to give [evidence](#).
- **Industry Code:** CME's members have endorsed the national [Industry Code on Eliminating Sexual Harassment](#) developed by Mineral Council of Australia (MCA) and is operationalising the Industry Code for the Western Australian context.
- **Implementation Framework:** Development and delivery against the [WA Resources Sector Implementation Framework](#), adopted by CME's members to operationalise the features of the national Industry Code (as above).
- **Engagement with Subject Matter Experts (SME):** Actively liaising with external experts to inform industry including facilitating Kate Jenkins (Sex Discrimination Commissioner, Australian Human Rights Commission) to present to the CME Advisory Board on insights from her Respect@Work report. Through the SARB Working Group, 360Edge developed a [background paper](#) with evidence-based advice to support the development of an Industry Alcohol Guideline (the Industry Guideline).
- **Industry Alcohol Guideline:** The [Industry Guideline](#) reflects the WA mining and resources sector's long-standing commitment to best practice for both physical and psychological safety in the workforce and addresses alcohol consumption in employer owned and operated accommodation facilities.
- **Peer Support:** The [Resourceful Mind](#) (RM) peer support program was collectively developed and launched through CME's partnership with Lifeline WA. The veracity of the RM program has been validated by independent research and endorsed by the State Government - with \$700,000 in funding committed over four years through the Mental Awareness, Respect and Safety (MARS) Program to further expand RM. Standalone specialist training sessions on the topics of Sexual Harassment and Sexual Assault were developed by Lifeline WA in partnership with the Sexual Assault Resource Centre (SARC).
- **Engagement with Industry Associations:** CME is a member of the MCA Respect@Work Taskforce and Health and Safety WG. Through these memberships, CME has contributed to the development of the Industry Code, the [Respect@Work Industry Toolkit](#), and attended the CEO Respect@Work Forum. CME is also engaged with the Australia Resources and Energy Employer Association (AREEA) and have presented to the Resources and Energy National Industry Forum on Workplace Sexual Harassment.
- **Workforce Diversity:** Championing diversity within the resources sector through hosting events that highlight the diverse talent within the sector ([Women in Resources Awards](#)) and encourages women to consider a career in resources ([Inspiring Girls Careers Forum](#)). CME is also in the process of finalising the Diversity in the WA Resources Sector 2021 Report, building on the learnings from the [previous report](#).
- **Stakeholder Engagement:** CME represents industry on statutory bodies, including the Mining Industry Advisory Committee and the Work Health and Safety Commission. In these forums, CME provides an industry position and comments towards the development of [codes of practice](#), guidelines, standards and specifications or other [forms of guidance](#) for the purpose of assisting employers, self-employed persons, employees, manufacturers or other persons to maintain appropriate occupational safety and health standards in the mining industry.
- **CME Member Engagement:** Collaborating with member companies to disseminate useful resources pertaining to education surrounding sexual harassment within the workplace.
- **Government Engagement:** Continuous engagement with representatives from the [MARS Program](#) and facilitating presentations to representatives within CME's membership to assist in wider collaboration and understanding of the planned initiatives and [Landmark Study](#).