

Anti-Theft Policy

Resources owned by or under the possession of JBM Power are the absolute property of JBM Power.

Resources may include but not limited to:

- Tools and equipment
- Machinery
- Confidential Documents (e.g., Designs and Work procedures of current and future projects)
- Furniture
- Office Supplies (e.g., Stationary)
- Credit Cards
- Company vehicles

Using or taking these resources into possession for personal profit is considered as theft.

Where a breach of this policy is perceived to have occurred JBM Power will launch an investigation into the matter by way of arranging interviews with involved worker/s, search of worker/s personal possessions, where the worker/s has granted consent for management to do so, and other means deemed reasonable by JBM Power.

If management believes that the worker/s has committed an offence and worker/s does not cooperate with the investigation, then police may be called. Management must have reasonable grounds as to why they believe an offence was committed by worker/s in question. Involved worker/s should be supervised until police arrival.

Management or other personal are in no circumstance to conduct a body search or make body contact or get physical with the involved worker/s.

JBM Power does not tolerate the theft of its property. An offence like theft may result in either immediate suspension or termination of service. Theft is a criminal offence, which may be reported to relevant authorities for further investigation and charges will be laid against the involved person/s for criminal prosecution.

Person/s found using JBM Power property for personal profit, would be expected to return the property or reimburse to JBM Power for the cost of the property, immediately.

If it is found that company property has been taken without the explicit consent of a manager, including materials that may be considered waste, this may lead to a summary dismissal.

A summary dismissal allows an employer to terminate an employee's employment without notice and is usually restricted to those instances where an employee has committed serious misconduct which is in breach of the terms of their contract of employment.



Mile Belevski
General Manager
16th February 2024