

EQUAL OPPORTUNITY POLICY

POLICY STATEMENT

It is the intention of this company to provide a workplace that is fair and equitable for all workers, and where all individuals and groups will be treated with respect and equality. We recognise that any distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation constitutes an offence under the *Australian Human Rights Commission Act*.

AIMS AND OBJECTIVES

We will strive to ensure that no person is discriminated against on any of the grounds listed in this policy in regard to equality of opportunity in employment within the company, and that this policy will also extend to persons providing or wishing to provide goods or services to the company.

RESPONSIBILITIES

We, as a company, will adopt procedures to ensure that equality of opportunity is extended to all persons regardless of the following grounds:

- Age
- Disability (including intellectual, physical or psychiatric) whether actual or perceived, and either present or past
- Marital status
- Race, colour, nationality or ethnicity
- Sex, sexuality, sexual preference or pregnancy.

Workers are expected to:

- Assist and cooperate in ensuring that this policy is followed, and
- Actively participate in the adherence of this company to the achievement of the aims and objectives of this policy.

REVIEW

Policy to be reviewed on or by 20/04/2021

AUTHORISED BY

A handwritten signature in blue ink, appearing to be "John Smith", is written over a faint horizontal line.

Managing Director

Date: 20/04/2020