

## Purpose

Our organisation is committed to providing a workplace that is fair, respectful and free from unlawful discrimination, harassment and victimisation. Employment decisions are to be based on merit, capability, qualifications and performance. We recognise that a diverse and inclusive workforce strengthens our organisation and contributes to better outcomes for our people and our business.

## Scope

This policy applies to all employees, contractors, labour hire personnel and job applicants. It covers all aspects of employment, including recruitment and selection, training, promotion, performance management, remuneration, transfer and termination of employment.

## Policy Statement

We are committed to providing equal employment opportunity in accordance with applicable legislation. Discrimination, harassment, bullying or victimisation will not be tolerated under any circumstances. No person will be treated less favourably because of attributes protected by law, including age, sex, gender identity, race, ethnicity, disability, marital or family status, pregnancy, religion, sexual orientation or any other protected characteristic.

All employment decisions will be made objectively and fairly. Recruitment and promotion will be based on skills, experience and suitability for the role. We expect all workplace behaviour to reflect respect, professionalism and consideration for others.

## Responsibilities

Management is responsible for leading by example, ensuring that employment decisions are fair and merit-based, and responding promptly to any concerns raised under this policy. Employees are responsible for treating others with dignity and respect and for contributing to a workplace that is free from discrimination and harassment.

## Reporting

Any employee who believes they have experienced or witnessed discrimination, harassment or victimisation should report the matter to their supervisor or manager. All concerns will be taken seriously and addressed in a fair, confidential and timely manner. Victimisation of a person who raises a concern in good faith will not be tolerated.



Andre Meneghello  
Managing Director

17<sup>th</sup> March 2026