

# POLICY DOCUMENT

## EQUAL OPPORTUNITY

**We are an equal opportunity employer and do not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability.**

Our commitment is to provide a workplace that demonstrates the behaviours required to be inclusive and diverse, buttressed by our 'Company Values'.

This policy is a key enabler of the inclusive culture in the business that supports long term sustainable success. We are passionate about ensuring that every voice is heard, every idea is encouraged, and everybody is supported to reach their full potential.

Our equal opportunity approach is based on the following principals:

- Acting in accordance with our company values;
- Modelling the expected behaviours;
- Removal of personal biases causing exclusion;
- Promoting inclusion and equality in our teams and work environments;
- Speaking up if others appear excluded.

Our approach towards reconciliation was developed with a vision to further support employee engagement, encourage growth and education, provide sustainable employment opportunities and to ultimately assist in building the capabilities of Aboriginal and Torres Strait Islander people and communities.

As a business we aim to advance reconciliation by producing a diverse workplace that reflects and brings together the wider Australian community.

We do not focus on specified targets to determine success as an equal opportunity employer. Investment in people and true, valuable pathways support our long-term sustainable inclusion goals to influence positive generational change within industry and society.

We understand the need to focus on building strong collaboration amongst our community and corporate partners. Collaboration between our partners is essential to realise our Reconciliation Action Plan commitments and encourage new perspectives on the great value Aboriginal and Torres Strait Islander peoples and their culture possess.



**Michael Adshead**  
**Managing Director**  
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