

EMPLOYMENT & EQUAL OPPORTUNITY POLICY

PURPOSE

Our business is committed to fair, safe and respectful employment practices. We aim to provide a positive workplace where all people are treated with dignity and respect.

COMMITMENT

- We comply with all obligations under the *Fair Work Act 2009*, National Employment Standards and relevant Awards.
- We provide all employees with clear employment terms, payslips, and entitlements.
- We do not tolerate any form of discrimination, harassment, bullying or victimisation.
- Employment decisions (recruitment, training, promotion, conditions) are based on merit, capability and business needs.
- We encourage diversity and equal opportunity regardless of gender, age, disability, cultural background, or personal circumstances.
- We support flexible working arrangements where practical.
- We provide staff with a safe workplace and opportunities for ongoing skills development.
- We respect employees' right to join (or not join) a union.

PROCEDURE FOR CONCERNS

Any concerns or complaints (including about equal opportunity or harassment) can be raised directly with management. All matters will be handled confidentially, fairly, and promptly.

APPLICATION

This policy applies to all staff, contractors, and representatives engaged by our business.