



Equal Opportunity Policy

Our Vision is: To transform tomorrow

To achieve this we are committed to:

- » Consulting with clients and stakeholders to fully understand their requirements and to meet or exceed their expectations;
- » Recognising that Equal Opportunity is fundamental in achieving excellence;
- » Ensuring that all our procedures and processes comply with all relevant equal opportunity legislations and statutes;
- » Providing a workplace free of all forms of unlawful discrimination, harassment, sexual harassment, vilification, victimisation and bullying;
- » Ensuring all employees respect cultural and social differences amongst each other and our clients and treat each other fairly;
- » Providing training on our Equal Employment Opportunity commitment to employees through our induction process, internal management courses, and as required on site;
- » Providing a grievance procedure that is accessible by all and is fair, impartial, efficient and respectful;
- » Creating a workplace which encourages participation from groups which may be under-represented in our workforce;
- » Actively seeking feedback from clients and stakeholders and addressing opportunities or areas for improvement and levels of satisfaction; and
- » Reviewing and revising our Equal Opportunity Policy periodically to maintain relevance, effectiveness and appropriateness to our business.

Greg Heylen
Chief Executive Officer
November 2017

