

## NON-DISCRIMINATION AND EQUAL OPPORTUNITIES POLICY

Fleurieu Cranes Pty Ltd (FC) greatest assets are its employees and extraordinary employees inspire a culture of excellence. For this reason FC are committed to fostering a diverse workforce be it cultural, experience, age or any of the following [attributes]:

- Impairment
- Employment activity
- Gender identity
- Breast feeding
- Industrial activity
- Pregnancy
- Race
- Lawful sexual activity
- Marital status
- Parental status or status as a carer
- Physical features
- Political belief or activity
- Religious belief or activity
- Sex
- Sexual orientation
- Personal association with a person who is identified by reference to any of the attributes mentioned in this policy.

Discrimination may be identified one of two ways:

Direct discrimination occurs when a person is disadvantaged or treated less favorably than another because of a protected attribute. Direct discrimination can occur whether or not he or she is aware of the discrimination.

Indirect discrimination occurs when a practice or policy *appears* to be fair however it disadvantages a higher proportion of people who may otherwise possess the required “attributes”


Discrimination or unequal opportunity of any kind will not be tolerated within the company and FC shall ensure this by:

- Commit itself to keep under review the operation of this Non-discrimination and Equal Opportunities Policy to take account of changing circumstances.
- The Company provides facilities for any employee who believes that they have been treated unfairly within the scope of this policy to raise the matter through the Company Harassment Procedure.
- The Company will seek to ensure that our workforce reflects the diverse communities we serve and that every employee is treated fairly during the whole of their working life.

- Strong action is taken to eradicate discrimination and inequality when delivering our services and or when employing others to deliver services on our behalf.
- Ensure breaches of the policy may lead to disciplinary action, up to and including instant dismissal.
- FC shall maintain a safe working environment in which no employee feels threatened or intimidated. This means the display of any items *i.e. posters* or the circulation of material which is likely to offend or cause dissention between employees or groups of employees is prohibited.
- This policy will be implemented in accordance with Equal Opportunity Act 1994
- Provide an avenue for which employees may provide input and actively contribute to the company

Philip Allen

.....  
MANAGING DIRECTOR



.....  
SIGNATURE

17 JUNE 2015

.....  
DATE