



# Multiplant

## ANTI-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

Discrimination is unlawful under State and Federal legislation and Multiplant is committed to the principles of equal employment opportunity and to putting procedures into place to effectively deal with complaints of discrimination.

### Policy

Multiplant will meet its obligations under the legislation by implementing procedures to ensure that no personnel working or seeking employment are discriminated against because of the following:

- ❖ Sex;
- ❖ Marital or parental status;
- ❖ Race;
- ❖ Age;
- ❖ Impairment;
- ❖ Religion;
- ❖ Political belief or activity;
- ❖ Trade union/industrial activity;
- ❖ Lawful sexual activity;
- ❖ Pregnancy or breastfeeding;
- ❖ Physical features; and/or
- ❖ Direct or indirect discrimination against someone who is associated with any of the above.

Multiplant will not tolerate unfavourable treatment because of a protected personal characteristic including:

- ❖ Refusing employment;
- ❖ Setting unfair terms of employment;
- ❖ Denying or limiting access to promotion, transfer, performance bonus pay, training or any other benefits;
- ❖ Sacking, retrenchment or demotion; and/or
- ❖ Unreasonable workplace policies/practices that are difficult for an employee to comply with because of their personal characteristics compared to other workers.

Multiplant will ensure prompt action is taken if an employee feels they have been discriminated against that observe the principles of natural justice.

Non-compliance with this policy will result in disciplinary action and employees may be legally liable for breaches of State and Federal Anti-discrimination/Equal Opportunity laws.

Chief Executive Officer: \_\_\_\_\_  
OHS Legislation in all States

Date: 23/6/16

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