

Multiplant Holdings controlled entities (Multiplant, KMJV and PSI) provide a workplace that is fair and equitable for all employees, and where all individuals and groups will be treated with respect and dignity. We recognise that any distinction, exclusion, or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation constitutes an offence under the Australian Human Rights Commission Act and, in certain circumstances, WHS Laws.

We will strive to ensure that no person is discriminated against on any of the grounds listed in this policy regarding employment within the company and ensure that this policy will also extend to persons providing or wishing to provide goods or services to the company.

We will adopt procedures to ensure that no person is discriminated against (either directly or indirectly) on the following grounds under the Australian Human Rights Commission Act:

- ❖ Age
- ❖ Disability (including intellectual, physical, or psychiatric) whether actual or perceived, and either present or past.
- ❖ Marital status
- ❖ Race, colour, nationality, or ethnicity
- ❖ Sex, sexuality, sexual preference or pregnancy.

We will ensure that no person is subjected to discriminatory, coercive, or misleading conduct in relation to any rights, duties, or powers under the WHS Laws.

All workers are required to:

- ❖ Assist and cooperate in ensuring that all provisions of this policy are followed, and
- ❖ Actively participate in the adherence of this company to the achievement of the aims and objectives of this policy.

Chief Executive Officer:  Date: 17 / 02 / 2023