



# anti-discrimination and equal opportunity

## policy statement

SCEE is committed to promoting equality of opportunity for employees by eliminating discrimination and harassment and other objectionable conduct in the workplace.

Under current legislation, including the Anti-Discrimination Act 1991, Equal Opportunity for Women in the Workplace Act 1999 and the Racial Discrimination Act 1975.

SCEE is an equal opportunity employer where employees are evaluated on their own merits. Employees are not judged on who or what they are but how well they perform their duties and their ability to maintain company standards. Employees are not disadvantaged on the basis of gender, race, age, colour, religion, appearance or disability. All employees will be treated equally.

It is the Company's intention that employees will not be subjected to any form of workplace discrimination or harassment.

We aim to achieve this by:

- Increasing awareness of equal opportunity, anti-discrimination and harassment issues
- Comply with all relevant statutory obligations
- Recruit employees based on skills, qualifications, capabilities and performance
- Effectively and efficiently resolve any situations where contraventions of this policy arise

The coordination of the Company's Anti-Discrimination and Equal Opportunity Program rests with the Company's Human Resources Manager. The program will include, but not be limited to, the ongoing review of human resources policies relating to recruitment, training, internal transfers, parental leave entitlements, correct termination procedures and the impartial and confidential investigation(s) of any instances of harassment and/or discrimination in the workplace.

A handwritten signature in blue ink that reads "Graeme Dunn".

**Graeme Dunn**  
Managing Director/CEO

**Date: 28<sup>th</sup> June 2019**

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