

# Equal Employment Opportunity Policy

WorkPac Group of Companies is committed to Equal Employment Opportunity (EEO) within its businesses.

We believe that EEO is critical to ensuring that everyone who works in a WorkPac business enjoys a satisfying and equitable workplace.

## To achieve EEO, we are committed to ensuring that:

- Our decisions regarding the employment, training, development or promotion of our employees and potential employees are based on merit, having regard to demonstrated skills, qualifications and abilities - we will not base our decisions on irrelevant or illegal factors;
- Our workplaces are free of harassment of any kind - we will not tolerate behaviour that constitutes harassment of any kind, including harassment based on sex, religion, race, gender, gender identity, sexual orientation, disability or any other form of harassment; and
- Our workplaces are free of discrimination - we will not tolerate behaviour that constitutes discrimination of any kind, including discrimination based on any of the qualities mentioned above regarding harassment or on marital status, pregnancy, family responsibilities, political beliefs or lawful union activity.

We are focused on ensuring that all EEO issues reported to WorkPac Group of Companies will be investigated and resolved in a timely fashion, with an emphasis on maintaining the rights, dignity and respect of all parties concerned.

Signed:

Hamish Griffin  
Chief Executive Officer  
WorkPac Group of Companies  
Date: 7<sup>th</sup> December 2020



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Safety  
AS 4801

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Quality  
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