



ARE

ANTI-DISCRIMINATION POLICY

POLICY STATEMENT

It is the intention of this company to 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, the Work Health and Safety Act.

AIMS AND OBJECTIVES

We will strive to ensure that no person is discriminated against on any of the grounds listed in this policy in regards to 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.

RESPONSIBILITIES

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 Work Health and Safety Act.

All workers are required to:

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

GROWTH
RESPECT
INNOVATION
TEAMWORK

WE
ARE
GRIT

**Creating exceptional experiences
for all our customers.**