

# Equal Employment Opportunity Policy

## Our commitment

Westvic Staffing Solutions is committed to providing and promoting an environment where all people, are treated with respect, are able to develop to their full potential and contribute to the success of the organisation.

Westvic Staffing Solutions will not tolerate discrimination, harassment (including sexual harassment), workplace violence, victimisation or bullying in any form.

Westvic Staffing Solutions acknowledges that State and Federal Equal Opportunity and Anti Discrimination legislation constitutes a basic standard beyond which the adoption of this Policy should promote the economic and social well being of the organisation and its employees, clients and business associates.

## Our strategy

We intend to achieve this policy by:

- Conducting all of our business activities without regard to race, age, disability, sex, physical features, marital status, status as parent or carer, lawful sexual activity, ethnic background, political, religious or trade union belief or activity, pregnancy, personal association or any other factor which is unrelated to individual performance, a person's position and their ability to perform and develop in the workplace.
- Committing the necessary time and resources, both financial and human, to achieve the goals of Equal Opportunity and providing rewarding employment.
- Ensuring that all decisions affecting employment and career development, including those associated with, training, promotion, transfer, developmental activities, general work conditions and the provision of company services will be based upon the principles of merit and equity.
- Ensuring that discrimination, harassment and intimidating behaviors of any kind, including workplace violence and bullying are unacceptable practices, which are contrary to the spirit and intent of the organisation's goals and this policy.
- Ensuring that all employees are respected and valued for their individual differences according to how well they perform their duties and contribute towards the organisation's long term success.
- Any reports of discrimination, harassment and intimidating behaviour including violence and bullying will be treated seriously and investigated thoroughly and confidentially.

It is the obligation of each employee to conduct our business in conformity with this policy.