

## Equal Opportunity Policy

Bardavcol Pty Ltd promotes a culture of respect, fairness, tolerance and diversity and encourages every worker to reach their full potential in the workplace. Treating people fairly has a positive impact on our staff and clients, enhances Bardavcol's reputation as an employer and delivers benefits to both our business and our workers. Accordingly, Bardavcol is committed to ensuring that all persons employed, or seeking employment, with Bardavcol are treated fairly and equitably and are not subjected to any form of unlawful discrimination.

For the purposes of this policy, unlawful discrimination means treating a person less favourably than others because of their particular personal characteristics which are unrelated to the performance requirements of their specific position, such as age, gender, sexuality, marital status, criminal or medical history, race, nationality, ethnicity, physical or intellectual disability, political or religious beliefs, or membership of any industrial organisation.

Discrimination can be direct or indirect. Indirect discrimination is treatment which appears to be equitable but is unfair to certain people. To be unlawful, it must also be unreasonable. Discrimination is prohibited under both state and federal legislation, including:-

- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Disability Discrimination Act 1992*
- *Australian Human Rights Commission Act 1986*
- *Age Discrimination Act 2004*
- *Workplace Gender Equality Act (2012)*
- *Equal Opportunity Act (SA) 1984*
- *Racial Vilification Act (SA) 1996*

Bardavcol will afford all persons with opportunities for employment, promotion, training, transfer and benefits based on merit, with regard to the abilities, knowledge, aptitude, experience and relevant qualifications of each individual. However, Bardavcol still retains the responsibility to direct and monitor and manage work performance and to provide legitimate comment in respect of work-related performance and behaviour.

All workers and management at all levels are responsible for compliance with the provisions of this Equal Opportunity Policy and in particular to ensure the application of principles of equal opportunity in the performance of their respective duties. Any Bardavcol worker found to have committed unlawful discrimination in the course of their employment will receive appropriate disciplinary action, which may include termination of their employment.

A senior manager has been appointed specifically responsible for equal opportunity at Bardavcol, including the promotion and implementation of this Equal Opportunity Policy and the education and training of all staff in respect of equal opportunity issues.

If any worker considers they have been discriminated against they may make a complaint. Appropriate company procedures have been established for this purpose. Bardavcol management shall ensure that complaints are investigated promptly, fairly and confidentially.

This policy shall be displayed prominently at every Bardavcol work site, and will be reviewed annually in consultation with workers to ensure it remains relevant and appropriate.



Darren Foster  
**Executive Chairman**