

## EQUAL OPPORTUNITY & ANTI-DISCRIMINATION

At **GEC**, we are committed to developing a diverse workforce, providing an environment for equal opportunity within our workplace free of any unlawful discrimination, harassment and vilification.

We believe all people, including our employees and external stakeholders, are valued on their own merits, and treated with respect without regard to other factors such as sex, marital status, pregnancy, parental status, age, race, religion, political belief, criminal record, union activity, social origin, lawful sexual activity, and social preference.

### At GEC, our commitment is to:

- Ensure all persons are treated equally and are not subjected to workplace harassment or unlawful discrimination.
- Recruit the best people against clearly defined employment criteria, demonstrating fair and transparent processes in assessing applicants.
- Ensure equal access to opportunities in employment, as defined within the employment criteria.

### We will achieve this through:

- Taking immediate action if we become aware of any breach of this policy.
- Proactively identifying and eliminating any unlawful discriminatory practices, maintaining a workplace free of harassment.
- Valuing each individual for who they are and what they are capable of achieving.
- Enabling all members of our workforce, and our broader community, to contribute to our business success, creating a culture of inclusion.
- Ensuring all employees are entitled to access promotion, training, transfers and benefits of employment on the basis of merit, assessed on their skills, qualifications, abilities, and aptitude.
- Everyone is personally responsible for ensuring their behaviour does not offend or intimidate others, or create a hostile work environment. Disciplinary action will apply where personnel have breached the intentions of this policy.

Approved by



**Chris Williams**  
*Chief Executive Officer*  
Global Engineering & Construction Pty Ltd

16 January 2023