

# EQUAL OPPORTUNITY POLICY

B.I.C Services Pty Limited is committed to the principles of Equal Employment Opportunity (EEO). B.I.C Services is an equal opportunities employer and we believe all employees have the right to work in an environment free of discrimination and harassment. The company fosters an environment of fairness, equity, respect for social and cultural diversity, and is free from unlawful discrimination, harassment and vilification as determined by the legislation.

B.I.C Services is compliant with the EOWW Act and is committed to developing and maintaining equal opportunity for women in the workplace. Our workplace programs are aimed at eliminating discrimination and barriers for women and encouraging equal opportunity for women in the workplace.

All employees are treated on their merits, without regard to race, age, sex, religious beliefs, family responsibilities, parental status, marital status, pregnancy, disability, sexual preference, Freedom of association, Political conviction, physical appearance or any other factor not applicable to the position. Employees are valued according to how well they perform their duties, their ability and enthusiasm to maintain company standards.

**The company does not tolerate any form of discrimination or harassment.**

Team leaders must ensure that all employees are treated equitably and are not subject to discrimination or harassment. They must also ensure that people, who make complaints, or witness any adverse action, are not victimised in any way.

Any reports of bullying, discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially. A written complaint is not required. Disciplinary action will be taken against anyone who discriminates against a co-worker.

B.I.C Services' principal objectives are to:

- Promote the principle that employment for women, people with disabilities and people from culturally and linguistically diverse backgrounds should be dealt with on the basis of merit;
- To promote the elimination of discrimination or harassment against, and the provision of equal opportunity for, women, people with disabilities and people from culturally and linguistically diverse backgrounds in relation to employment matters; and

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- To foster workplace consultation between employers and employees on issues concerning equal opportunity for women, people with disabilities and people from culturally and linguistically diverse backgrounds in relation to employment.



Tony Gorgovski  
Chief Executive Officer – 28.11.18