

EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-DISCRIMINATION POLICY

This document provides an overview of the EEO and Anti-Discrimination Policy and defines the key components of the policy.

Saltbush Contracting is committed to achieving Equal Employment Opportunity for all employees and providing a work environment that is free from discrimination, bullying and harassment. Employees have the right to be treated fairly and respectfully at all times. Employees are expected to behave in a professional manner and treat each other with respect at all times. This includes dealings with other employees, customers, contractors, suppliers and the general public.

Discrimination, harassment and bullying will not be tolerated in the workplace and is against company policy and the law.

“Saltbush Contracting accepts that it has a responsibility to create an environment free from discrimination, harassment, and bullying and to ensure that the principle of merit operates unhindered.”

“To this end, Saltbush Contracting will ensure that its structures are free from direct or indirect discrimination, harassment and bullying on the grounds of sex, marital status or pregnancy, race, age, sexual orientation, gender, history, religious or political beliefs, impairment, family responsibility or family status.”

Harassment, and more specifically, sexual harassment, will not be tolerated. Saltbush Contracting promotes a work environment where employees should not be subjected to sexual harassment, whether that be through requests or comments of a sexual nature, or through the display of sexually explicit images in the workplace.

This policy recognises that there is a collective responsibility binding management, employees, contractors, and visitors to the achievement of these objectives.

This policy is applicable to all Saltbush Contracting personnel and contractors conducting business at Saltbush Contracting worksites.


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SAFETY IS NOT SIMPLY A STATISTIC BUT A VALUE THAT IS INSTILLED IN EVERYTHING WE DO