



**Diverse Group**  
AUSTRALIA

## Equal Opportunity Policy

### **POLICY STATEMENT:**

It is the intention of Diverse Group Australia Pty Ltd to provide a workplace that is fair and equitable for all employees, and where all individuals and groups will be treated with respect and equality. We recognise that any distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation constitutes an offence under the Australian Human Rights Commission Act.

### **AIMS AND OBJECTIVES:**

We will strive to ensure that no person is discriminated against on any of the grounds listed in this policy in regards to equality of opportunity in employment within the company, and that this policy will also extend to persons providing or wishing to provide goods or services to the company.

### **RESPONSIBILITIES:**

Diverse Group Australia Pty Ltd, as a company, will adopt procedures to ensure that equality of opportunity is extended to all persons regardless of the following grounds:

- Sex
- Marital status
- Pregnancy or potential pregnancy
- Race
- Religious beliefs or activities
- Political beliefs or activities
- Disability/impairment (physical or intellectual)
- Trade union membership and industrial activity
- Employment activity
- Sexual orientation and lawful sexual activity
- Gender history, gender identity, transgender and transsexual status
- Carer status or family responsibilities
- Physical features
- Breastfeeding
- Age
- Irrelevant criminal or medical record
- Association with persons with one or a combination of the above characteristics

Employees are expected to:

- Assist and cooperate in ensuring that this policy and the company code of conduct is followed, and
- Actively participate in the adherence of the aims and objectives of this policy.

**Jason Bull**  
Managing Director  
Diverse Group Australia Pty Ltd

Date: 14-6-17

## Our Values

### Safety

Our focus is on ensuring the health, safety and wellbeing of our people, community and the environment.

### Teamwork

We work in collaboration to achieve common objectives by communicating openly, honestly and supporting each other.

### Respect

We celebrate diversity and strive for a workplace where interactions with our team, our clients, traditional land owners and the environment are based on respect and mutual reward.

### Innovation

Our commitment to researching the latest advances in technology, equipment and work practice ensure a culture of continual innovation.

### Versatility

Our flexibility and adaptive approach enable us to meet our clients' needs with agile responsiveness which deliver positive outcomes.

### Expertise

We offer a broad range of skills, knowledge and experience to our clients while working with them to deliver positive outcomes and solutions.