

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

Fleurieu Cranes greatest asset is its people; working together to achieve excellence whilst creating a culture of tolerance, respect and inclusion.

We are committed to building a business that is accepting of others irrespective of personal characteristics such as race, colour, ethnicity, national origin, religion, pregnancy or breast feeding, sexual orientation, political bias, gender identity, disability, age, or marital status.

Discrimination

Discrimination occurs when a person is treated less favourably because of a personal characteristic listed above. Discrimination may occur in two ways:

Directly - for example, a worker is harassed and humiliated because of their race, or is refused promotion because they are 'too old'.

Indirectly - for example, redundancy is decided based on people who have had a worker's compensation claim rather than on merit.

Discrimination or bias against a person due to one or more of the characteristics listed above, will not be tolerated and Fleurieu Cranes shall ensure this by:

- Ongoing review of this policy to take account of changing circumstances.
- Providing avenues for workers who believe they have been treated in breach of this policy, to raise the matter without fear of recrimination.
- Engaging a workforce that reflects the diverse communities we serve and making all workers aware of this policy.
- Acting decisively to eradicate discrimination and inequality.

This policy will be implemented in accordance with the Equal Opportunity Act 1984.

Philip Allen

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MANAGING DIRECTOR



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SIGNATURE

24 June 2019

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DATE