

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Intent & Purpose

We regard our people as our most valuable resource and recognise that without our employees, Springmount Services cannot exist. It is the policy of the company to manage its operations with a positive awareness of the spirit and intent of anti-discrimination and equal opportunity laws. This policy is read in conjunction with SMS 308 POL Diversity and Inclusion Policy.

Operation and Incidence

Scope

This policy applies to recruitment, learning and development, rostering, promotion and career development.

Principles

The following principles underpin our approach.

- All employees are employed based on merit and are entitled to work in an environment free of harassment and victimisation.
- We will hire the best-qualified person available for the job without regard to their race, colour, national origin, age, sex, marital or parental status, religion, political conviction, impairment or sexual preference.
- We will appraise and promote employees based on an objective assessment of performance and potential.

Subordinate documents

Nil

RACI

Responsible	It is the responsibility of the GM Corporate Services to implement, maintain and communicate this policy.
Accountable	The final authority for this policy lies with the CEO.
Consulted	When making changes to this policy, a consultation should be carried out with the leadership team.
Informed	All changes to this policy should be communicated to all leaders.

Breach of The Policy

Breaches of this policy may be regarded as misconduct, leading to disciplinary action, which may result in termination of employment or engagement. An individual may also be exposed to criminal or civil liability for a breach of relevant legislation.