

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

Queensland Cable Repairs is committed to Equal Employment Opportunity principles and a workplace without discrimination or harassment.

It is not permitted to discriminate based on but not limited to:

- Race
- Sexual gender
- Sexuality, sexual preference
- Physical or mental disability
- Union membership
- Religion
- National or ethnic origin
- Age
- Political opinion
- Marital status

Recruitment, promotion, training and other career development opportunities are determined without the above considerations and based solely on merit.

### Workplace Discrimination

Discrimination is either direct or indirect:

Direct discrimination occurs when a person is treated less favourably than another because of any of the above considerations.

Indirect discrimination occurs when everyone is treated in the same manner, but in a way which results in unfairness to those with any of the above considerations.

Queensland Cable Repairs provides a workplace without direct or indirect discrimination.

### Workplace Harassment

Workplace harassment is any form of behaviour which another person finds unwelcome, demeaning, unreciprocated or intimidating &/or offensive against any individual or group. Harassment may target the above listed considerations.

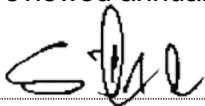
### Reporting Discrimination or Harassment

Queensland Cable Repairs encourages and supports a workplace without harassment and need our employee's assistance to report all unacceptable behaviour. All unacceptable behaviour needs to be reported to your supervisor.

Queensland Cable Repairs employees are expected to support a harassment free workplace. Staff & employees who are responsible for, ignore or encourage this behaviour are subjected to our Disciplinary Process.

### Communication & Review

This policy is communicated to our employees, displayed within our Induction Manual and reviewed annually during the Management Review process.



**Shane Vine**

Managing Director

Monday, 18 December 2023