



Practon Group is committed to providing equal opportunities of employment to all and we see this as a foundation for not only a strong company but also a strong community.

Equal employment opportunity means that merit and equity will form the basis of all decisions that affect all staff of the company. This policy applies to all Practon Group employees, contractors and other personnel involved in activities pertaining to Practon Group operational works.

### **Strategy**

Practon Group will achieve this objective by:

- Promoting and supporting equal employment opportunity in all its activities eliminating discrimination on the grounds of:
  - race, colour, national or ethnic origin, or nationality;
  - sex or gender, sexual preference, marital or parental status;
  - religious or political belief or activity, or industrial activity, age or disability.
- Creating an environment characterised by respect where staff are able to work free from discrimination or harassment.
- Using non-discriminatory, inclusive languages in all official documents and encourage its use in the company.
- Ensuring the application of the merit principle in recruitment, selection, reclassification and promotion.
- Providing equitable career development activities for all staff.
- Ensuring equitable access for staff to management and resources.
- Ensuring effective consultation with staff in the development and implementation of equal employment opportunity.
- Ensuring the accountability of managers for the implementation of the company's equal employment opportunity policies and programs.

### **Implementation**

The attainment of these goals requires:

- Strong and responsive management and a united commitment from all staff.
- Proper planning and commitment from management and staff.

**Mark Martin**  
*Director*

**25<sup>th</sup> May 2018**

**Brady Slater**  
*Director*

**25<sup>th</sup> May 2018**

**John Taylor**  
*Director*

**25<sup>th</sup> May 2018**