

# Equal Employment Opportunity Policy

## Purpose

It is Simpson Construction Company Pty Ltd's (SCC) policy to uphold the principle of treating all individuals fairly and without discrimination throughout their employment. SCC ensures that employment decisions are made solely on an individual's qualifications, skills, and ability to perform the job, rather than on any other personal characteristic.

This Policy should be read in conjunction with the *Discrimination, Bullying and Harassment* and *Sexual Harassment* policies.

## Scope

This policy applies to all employees including contractors and covers all work-related functions and activities sponsored by SCC. All decisions pertaining to recruitment, selection, and promotion are also covered by this policy.

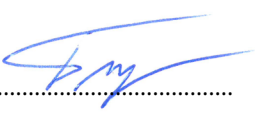
## Policy

SCC highly values its employees and recognises the need to ensure that everyone has the opportunity to improve their knowledge and skillset, thereby fostering job satisfaction and potential for growth.

Our policy is to ensure that our business operates in a manner that prioritises safety, respect and reasonable flexibility in order to provide a favourable work environment. By doing so, we are able to attract and retain the best possible employees.

Our commitments are:

- **Compliance:** Compliance with Victorian and Commonwealth equal opportunity, anti-discrimination and charter of human rights and responsibilities legislation
- **Recruitment:** Recruitment and appointment of the best qualified person for the available position, assessed on merit with regard to skills, qualifications, abilities, prior work experience and performance and aptitude
- **Recognition:** Recognise and reward for employees based on the objective assessment of performance, skills development and potential
- **Opportunity:** Provision of opportunities for all employees for personal and professional development consistent with the Company's objectives and the needs of the individual
- **Gender Equality:** Promotion of a gender-inclusive culture through provision of equal remuneration, implementation of flexible work arrangements and documented Gender Equality Strategy and Action Plan
- **Code of Conduct:** Employment of a Supplier Code of Conduct outlining the expectations of our suppliers and subcontractors to conduct their business in accordance with applicable equal opportunity, anti-discrimination and human rights responsibilities and legislation
- **Communication:** Communicate this policy to employees and subcontractors through inductions and encourage feedback and participation through toolbox meetings.
- **Training:** Provision of training through implementation of equal opportunity practices and provision of information.
- **Freedom of Association:** Provision for employees to obtain membership of relevant employee associations or unions, should they wish to do so

Signed   
Tom Simpson  
Operations Manager & Director

Signed   
Kevin Logan  
General Manager

Date: 29th June 2023