

## Equal Employment Opportunity Policy

### Introduction

At ICI Industries Pty Ltd we are committed to providing a work environment in which workers feel that they are a valued member of the organisation, are treated fairly, and are given recognition for their contribution to the company's success. We also aim to provide an environment that fosters good working relationships.

ICI industries is committed to ensuring that all workers enjoy equal employment opportunity (EEO). This means that workers are treated fairly and equally when employment decisions are made and that unlawful discrimination does not take place. EEO also means that each worker enjoys a harassment-free work environment.

### What is unlawful discrimination?

Unlawful discrimination means treating a person less favourably because of a personal attribute they have which is covered by equal opportunity laws. Under State and Federal equal opportunity laws,

Discrimination based on the following attributes is unlawful:

- \* sex,
- \* race, colour, nationality, descent, and ethnic, ethno-religious, or national origin,
- \* family responsibilities (dismissal only).
- \* disability,
- \* age,
- \* compulsory retirement,
- \* pregnancy,
- \* marital status,
- \* homosexuality,
- \* transgender,

These attributes are in most cases irrelevant to employment decisions, and it is the policy of ICI Industries to ensure that they are not taken into account when employment decisions are made. It is also company policy that no worker be harassed because of any of the above attributes. (See Harassment and Bullying policy).

For more information on equal employment opportunity please see supporting documentation.

**The safety of people takes precedence over everything else**

Graham Foley

**MANAGING  
DIRECTOR**

**SIGNATURE**

**DATE**