

# Equal Employment Opportunity POLICY



In line with the Equal Opportunity Act (Vic) 1995, Apex Electrical Pty Limited recognises, accepts, and wishes to promote the right of every person to an equality of opportunity; the right of every person not to be discriminated against; and the right of every person not to be harassed or victimised.

Apex is committed to the application of Equal Employment Opportunity based on merit, fairness and respect, with regard to all employment related issues. The merits given due regard include:

- Aptitude
- Skills and qualifications
- Knowledge
- Experience – work and community
- Personal qualities
- Potential for development
- Previous performance as evidence by past behaviour

Apex will form all decisions regardless of personal characteristics such as:

- Age
- Breastfeeding
- Gender identity
- Impairment
- Industrial activity
- Lawful sexual activity
- Marital status
- Parental status or status as a carer
- Physical features
- Political belief or activity
- Pregnancy
- Race
- Religious belief or activity
- Sex
- Sexual orientation
- Personal association with another with the above characteristics.

Equal Employment Opportunity will apply to all employment related issues including but not limited to:

- Recruitment and selection
- Promotion
- Transfer
- Training and development
- Guidance, apprenticeship and retraining programs
- Dismissal or termination of employment
- General conditions of employment.

Apex Electrical is committed to providing all employees a safe, healthy and supportive work environment, and will act of any behaviour which constitutes harassment, victimisation, or bullying.

Apex Electrical believes that Equal Employment Opportunity is achievable with the support of management, unions and employees.

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Managing Director

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Signature

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Date

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Employee Representative

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Signature

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Date