

# + Company Policy

## Equal Opportunity

**SBP Group recognise that our employees and personnel have the right to work in an environment in which they have equal opportunity to develop their skills to the highest level, free from discrimination. We demonstrate this daily through our core value, 'diversity'.**

SBP Group is committed to providing a workplace that is inclusive of workers without prejudice or favour based on gender, age, race, religion, political conviction, sexual orientation, industrial association, health status, disability or marital status.

### The core principles of our Quality Policy are to:

- + Consult with employees, contractors and stakeholders to fully understand their requirements and to meet or exceed their expectations
- + Promote appropriate standards of conduct at all times to advocate for continuous improvement in all business relation aspects
- + Ensure that all procedures and processes comply with all relevant equal opportunity legislation and statutes
- + Create a workplace culture free of all forms of unlawful discrimination, unwanted workplace behaviours such as sexual harassment and bullying, or materials likely to offend
- + Promote and facilitate a workplace in which all employees, contractors and stakeholders feel comfortable to discuss issues which may arise
- + Treat all complaints in a sensitive, fair, timely and confidential manner
- + Protect parties who report events of discrimination or harassment
- + Provide grievance procedure that is accessible, fair, transparent and respectful
- + Where relevant, raise the awareness of cultural and social differences among each other through relevant training or communications to improve understanding and mutual respect amongst our people
- + Share our Equal Employment Opportunity commitments with employees through appropriate training and induction processes, and on site as appropriate
- + Ensure recruitment and appointment procedures are based on the merit of the applicant relative to the roles and responsibilities of the position
- + Instigate necessary action against parties found to be in breach of this policy

Achieving these commitments is fundamental to SBP Group achieving and maintaining excellence.

It is the responsibility of all employees to ensure they do not unlawfully discriminate against other employees, contractors and stakeholders. Employees must be aware that non-compliance with this policy may result in disciplinary action, which may include dismissal, as well as being subject to possible action under federal or state equal opportunity laws.



**Bernard Wearden**  
Managing Director



**Ryan Gray**  
Managing Director

