



Anti-Discrimination and EEO Policy Statement

- Commitment** | We take a firm stance on discrimination and breach of our policy is considered to be serious and may result in legal and disciplinary action, including termination, against the offending individual.
- Development** | We actively train our people to ensure our policy is known by our people and we make employment decisions based on merit to support a discrimination-free workplace.
- Compliance** | We understand that discrimination is unlawful under the Anti-Discrimination Act 1991 (QLD) in any work-related context including conferences, work functions, office parties and business trips.
- Inclusion** | If you feel you are (or observe someone else) being discriminated against, you should report your concern to your manager or HR Committee Member.
- Success** | We recognise our success when we create a discrimination-free environment not only between each other but also between clients or any other people who you may get to know us.

Theodore Vairaktaris
Director