

## 6.4 DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

### Preamble

Poly-Tech / Complete Acid Protection's objective is to promote equality of opportunity for the workforce and not treat a person unfairly because of particular personal characteristics or because they belong to a certain group with regard to employment, termination, promotion, demotion, task assignment or training on the grounds of sex, age, race, colour, political persuasion, national extraction, social origin or disability.

### Policy

Each individual, regardless of their membership or affiliation with any particular grouping, will be given a fair and equitable opportunity to compete.

It is the responsibility of all managers and staff to ensure that no person is discriminated or victimised.

### Procedure

All Managers, similarly have a responsibility to be aware of relevant legislation covered under the Equal Opportunity Act 1984 (SA) and to ensure that regulations are adhered to regardless of the circumstances.

Failure to comply with this policy may result in unfavourable publicity of Poly-Tech / Complete Acid Protection's image and credibility in the industry. The effect on company staffing in terms of the number retained as well as the quality of staff available.

Indirect discrimination is also intended to be covered by this policy.

South Australia has enacted specific legislation (Equal Opportunity Act 1984) covering discrimination and equal opportunity. Where an area is not specifically covered by state legislation the applicable and appropriate federal legislation will apply.