

EQUAL EMPLOYMENT OPPORTUNITY POLICY

1 Purpose

Timberlink Australia and Timberlink New Zealand (“Timberlink”) is committed to Equal Employment Opportunity and continues to develop and implement strategies and practices that ensure all available opportunities are fair and assessments of individuals are based on ability and merit without any reference to irrelevant characteristics or a protected attribute.

2 Scope

This policy applies to all employees, temporary, independent contractors and volunteers of Timberlink (“Timberlink Personnel”).

3 Procedural Principles

Timberlink will at all times endeavour to:

- promote equal opportunity;
- prevent unlawful, direct and indirect discrimination;
- develop and implement a workplace culture supportive of equality and diversity principles; and
- adopt policies and procedures consistent with equality and diversity principles.

All Timberlink personnel are expected to be aware of their own individual obligations under relevant State and Federal laws and ensure their actions conform with these obligations.

4 References

Occupational Health & Safety Act 2004 (Cth)	Australian Human Rights Commission Act 1986 (Cth)
Fair Work Act 2009 (Cth)	Sex Discrimination Act 1984 (Cth)
Disability Discrimination Act 1992 (Cth)	Racial Discrimination Act 1975 (Cth)
Equal Opportunity Act 2010 (Vic)	Age Discrimination Act 2004 (Cth)
Employment Relations Act 2000 (NZ)	Anti-Discrimination Act 1998 (Tas)
Human Rights Act 1993 (NZ)	Equal Opportunity Act 1984 (WA)

Other Timberlink Policies and Procedures

5 Revision History

This document is identified as ‘Equal Employment Opportunity Policy’.

Version	Changes	Date
V2.0	Revised	April 2015
V2.1	Revised removing Bullying and Discrimination to separate Workplace Bullying & Harassment Policy.	October 2017
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