



GBTK
Discrimination Policy

Document No: GBTK-PH-IMS-POL-006
Document Owner: GBTK
Revision No: 2
Issue Date: 12/05/2021
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Purpose

GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd) recognises the valued contribution of its diversified workforce across all operations and the importance of ensuring its employees are not subject to direct or indirect discrimination, harassment, bullying, aggression and violence in the workplace.

GBTK has created this policy to maximise the talent, potential, and contribution of each employee based on their merits and to ensure fair, equitable and non-discriminatory employment practices throughout the organisation.

Objectives

- Define discrimination as: The act of directly or indirectly treating a person differently or less favourably because of a certain attitude such as: sex, race, colour, mental or physical disability, age, family or carer's responsibilities, pregnancy, marital status, religion, national extraction, political opinion, social origin, trade union membership or sexual preference.
- Ensure GBTK processes and procedures comply with all relevant anti-discrimination legislation as amended from time to time.
- Ensure employees are engaged, managed and promoted on their individual merits and such decisions are not influenced by assumptions about their capacity or experience based on a certain attribute.
- Ensure discrimination is not a cause for termination of employment unless that discrimination is as a result of the worker being unable to meet the inherent requirements of the job.
- Implement complaint procedures in which allegations of discrimination are investigated proactively, with integrity, dealt with confidentially and where appropriate disciplinary action is taken.
- When appropriate, counsel managers and supervisors in diversity and equal employment opportunity.
- Create a work environment that is free from discrimination and where workers are valued, treated with fairness, equity and respect.
- Develop and promote a Company culture which does not condone discriminatory behaviour.
- Communicate this policy across the whole organisation by effectively utilising resources such as toolbox meetings, notice boards, crib-rooms, the intranet and/or other forms of electronic communication as appropriate.

Commitment

This policy applies to all GBTK personnel, contractors and visitors affiliated with GBTK Pty Ltd or GBTK Projects Pty Ltd, across all projects and operations, at all times.

The Directors commit to preventing discrimination within the workplace.

Signed on behalf of the Director/s

Adrian McRae

12/05/21

Name

Signature

Date