



POLICY STATEMENT EQUAL OPPORTUNITY

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ABC Water Systems, in maintaining an exemplary working environment for its staff, has formulated the goal of attracting and supporting Employees of the highest quality and being an exemplary employer. **ABC Water Systems** also accepts that it has a responsibility to act in conformity with the spirit and intent of equal opportunity and affirmative action legislation. This legislation includes the Racial Discrimination Act 1975 (Commonwealth), the Sex Discrimination Act 1984 (Commonwealth), the Human Rights and Equal Opportunity Commission Act 1984 (WA), the Equal Employment Opportunity Act 1984 (WA) the Equal Opportunity for Women in the Workplace Act 1999 (Commonwealth), the Disability Discrimination Act 1992 (Commonwealth).

In order to achieve this, ABCO Water Systems management will:

- Promote equal opportunity in all aspects of the Company's activities;
- Eliminate unjustified direct and indirect discrimination on the grounds of:
 - Race, colour, national or ethnic origin, nationality;
 - Sex or gender, sexual preference, marital status, pregnancy, status as a parent or a carer;
 - Religious or political belief or activity, industrial activity;
 - Age, physical features, disability, medical record,
 - Personal association with a person who is identified by reference to any of the listed attributes; and
 - On any other ground which the company on the advice of the Equal Opportunity Committee shall after due consideration determine to be a basis of improper discriminatory practice.
- Create an environment where staff are able to work effectively, without fear of discrimination or harassment;
- Use non-discriminatory, inclusive language in all official documents and encourage its use in meetings and other formal settings; and
- Establish appropriate programs to overcome disadvantage in employment for Aboriginal and Torres Strait Islander people, people with disabilities, women and other equity groups.

This signed statement of Policy will be displayed at all relevant work locations.

Murray Brown
Managing Director