

## Equal Employment Opportunity Policy

Mansour Paving recognises that Equal Employment Opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

This policy has been designed to facilitate the creation of a workplace culture that maximises organisational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions, and will ensure that all decisions relating to employment issues are based on merit.

Mansour Paving is committed to providing a workplace free from discrimination and harassment and to ensuring that all employees and prospective employees are afforded equal access to opportunities and benefits relating to employment, promotion and training.

Mansour Paving is also committed to providing a pleasant working environment for all employees and encouraging good working relationships between employees.

The objectives of our EEO Policy are:

- To ensure that in the application of all Human Resources policies, practices and procedures, no discrimination takes place and that all employees enjoy equal access to opportunities within Council;
- To ensure that decisions relating to employment, promotion and training are equitable and based upon merit;
- To ensure that all employees are able to work in a non-threatening, harassment free environment;
- To promote EEO throughout the Company to ensure that every employee (at every level) is not only aware of, and understands, his/her rights and responsibilities in relation to EEO, but to promote the social and cultural diversity of the organisation and community in general.

Mansour Paving Australia expects all employees to comply with this Policy



**Mohammed Mansour**  
**Director**

02/09/2020

**Date Signed**