



HSEQ-PD-005 Gender Equality Policy

BLC Electrics is committed to supporting gender equality in our workplace. We aim to ensure that all staff have the same opportunities, rights and respect, regardless of their gender, and have a diverse and representative workforce..

Purpose

The purpose of this policy is to:

- Ensure that we maintain a gender equity-based approach to all of our organisational operational activities

Application

This policy will apply to all employees of the company, including casual employees.

Definitions

For the purposes of this policy, the following definitions apply:

- Gender* refers to the social, behavioural and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender or gender diverse.
- Gender Equality in the workplace* means ensuring all employees are able to access and enjoy the same rewards, resources and opportunities regardless of their gender.
- Gender Equity* means fair treatment for all according to their respective needs. It may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Statement

BLC Electrics Pty Ltd values the diverse skills and perspectives people bring to the workplace because of their gender, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, job function, socio-economic background, geographical location, marital status and family responsibilities.

In order to promote gender equality and inclusion **BLC Electrics Pty Ltd** will

- Ensure that our workplace is characterised by high levels of professionalism and gender sensitivity. We will call out inappropriate language or behaviour when it occurs.
- In recognising the valuable role that both men and women play in parenting children, apply fair parental leave arrangements to both men and women including flexible work arrangements.

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- ensure all employees have equal opportunity to participate in and contribute at all levels of the organisation and to receive appropriate acknowledgement and equitable reward for that participation and contribution.
- Ensure that gender equity exists with regard to remuneration of employees

This policy commences on 06/01/2022.



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Position:

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