

Equal Opportunity Policy

The Directors of CHH Australia have recognised 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.

CHH Australia is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment. Every person will be given a fair and equitable chance to compete for appointment, promotion, or transfer, and to pursue their career as effectively as others.

Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence. Consistent with this, CHH Australia does not condone any form of unlawful discrimination or vilification, including that which relates to:

- Gender
- Pregnancy
- Potential Pregnancy
- Marital/Domestic Status
- Disability
- Race, Colour, National Extraction, Social Origin, Descent, and Ethnic, Ethno-Religious or National Origin
- Age
- Family Responsibilities, Family Status, Status as a Parent or Carer
- Racial Classification
- Sexuality
- Breastfeeding
- Transsexuality
- Transgender
- Profession, Trade, Occupation or Calling
- Medical Record
- Criminal Record

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.