



## DIVERSITY POLICY

Giidjaa Hire Pty Ltd (Giidjaa Hire) values and respects the importance of having a diverse workforce and is committed to ensuring that all of its workplaces are inclusive, and embrace and promote diversity at all levels.

Diversity may result from a range of factors including gender, age, sexuality, culture/ethnicity, language, religious beliefs and physical attributes and abilities. We value and acknowledge the differences between people and the contribution these differences make to our business.

In conjunction with our Indigenous Employment Strategy, this Diversity Policy (Policy) endorses our commitment to ensure that all employees are treated equally and fairly, and with dignity and respect.

Through ongoing education and training we will work with employees to ensure that our workplaces are environments in which:

- all employees, prospective employees, contractors and suppliers are treated fairly and equally regardless of their gender, age, sexuality, culture/ethnicity, associations, language, philosophical or religious beliefs, physical attributes and physical abilities;
- have a culture that values diversity and accepts and respects differences by developing and offering work arrangements that help to meet the needs of a diverse work force;
- consultation occurs over issues which could have an impact on the cultural, social or economic wellbeing of any particular group;
- provide learning and development opportunities to develop the knowledge and experience of all employees; and
- provide an environment where everyone feels safe, and where inappropriate attitudes or behaviours are promptly addressed (including discrimination, harassment, bullying and victimisation).

Giidjaa Hire are also committed to ensuring that there are no gender gaps in relation to remuneration or professional development opportunities. Our recruitment practices ensure appointment based on merit, and salary levels are reviewed annually based on current market analysis. We submit annual compliance reports to the Workplace Gender Equality Agency to maintain our compliancy with the Workplace Gender Equality Act 2012.



This Policy covers all employees of Giidjaa Hire and anyone performing work at the direction of or on behalf of Giidjaa Hire. All employees must take responsibility for reporting any breaches of this Policy. Breaches may lead to disciplinary action, including removal from site and termination of employment agreements.

For assistance with the interpretation or application of this Policy, please refer to the Human Resources Department.

Giidjaa Hire reserves the right to amend this Policy as required.

John Kirby  
**Managing Director**