

Green Design Indoor Plant Hire Pty Ltd 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.

## Purpose

This policy is designed to ensure that Green Design Indoor Plant Hire Pty Ltd complies with all of its obligations under the relevant legislation.

## Definitions

**Discrimination** occurs if a person treats, or proposes to treat, a person with an attribute unfavourably because of that attribute. It can also occur if a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons with an attribute; and that is not reasonable.

**Equal Employment Opportunity** consists of ensuring that all employees are given equal access to training, promotion, appointment or any other employment related issue without regard to any factor not related to their competency and ability to perform their duties.

**Victimisation** means subjecting, or threatening to subject, a person to any detriment because they have:

- asserted their rights under equal opportunity law;
- made a complaint;
- helped someone else make a complaint; or
- refused to do something because it would be discrimination, sexual harassment or victimisation.

## Policy

Green Design Indoor Plant Hire Pty Ltd] 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.

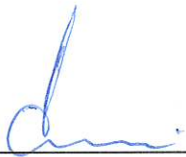
Consistent with this, Green Design Indoor Plant Hire Pty Ltd does not condone any form of unlawful discrimination or vilification, including that which relates to:

- race, colour, national extraction or social origin;
- gender or sexuality;
- age;
- disability;

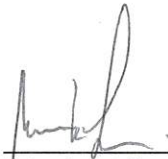
- marital/domestic status, family responsibilities, status as a parent/carer or pregnancy;
- religious and political belief or activity;

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.

This policy is to be used in conjunction with GDIPH-P-2004 Workplace Harassment, Bullying and Conflict Management policy.



Rudy Ursem  
Managing Director



Mark Wilkins  
General Manager