



Equal Opportunity Policy

Quin Projects is committed to respecting and promoting equal opportunity, cultural inclusion, safety and security and an environment which is free from harassment and discrimination.

This Policy provides the framework guiding Quin Projects across the principles of equal opportunity in the workplace, in compliance with relevant federal and state legislation and in recognition of the value that a diverse workplace brings to the Company.

Scope

The provisions of this policy apply across all areas of the Business.

DEFINITIONS

- Equal Opportunity (EO) means that all people regardless of race; colour; sex; sexual orientation, gender identity or intersex status; pregnancy; age; marital status; physical or mental disability; family or carers' responsibilities; religion; political opinion; national extraction; social origin; and or any other attribute defined in state or federal legislation have the right to be given equal and fair consideration for a position or other position related benefits such as staff training and development.

- Equal Employment Opportunity (EEO) aims to redress past disadvantage by improving employment access and participation for EEO groups.

The specific equity groups for employment are:

- Women;
- Aboriginal and Torres Strait Islander Peoples;
- People from non-English speaking backgrounds; and
- People with disabilities.

POLICY

Quin Projects is committed to a workplace free from all forms of unlawful discrimination and expects all employees to adhere to its related policies and procedures.

Each staff member is expected to be aware of equal employment opportunity principles and to ensure that they adhere to them.

Managers and senior staff are:

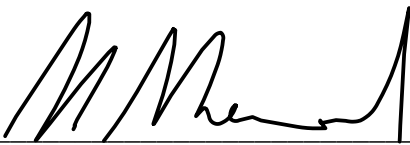
- Responsible for ensuring that the principles, practices, programs and training aimed at promoting equal opportunity are implemented across their work-units, including completion of the relevant EO Online modules by their staff; and
- Required to work co-operatively with work-units (such as the Equity and Diversity Office and HR Services) whose task it is to devise, develop and implement measures to meet Legislative requirements.

PROCEDURES

All employees are required to undertake training in equal employment opportunity.

In fulfilling its commitment to Equal Employment Opportunity Quin Projects will:

- Create and promote an environment free of discrimination and harassment;
- Collect and analyse equal employment information for patterns which impact on equal opportunity;
- Develop and implement EEO programs to improve access and participation in employment for equity groups;
- Review policies and practices to ensure equal employment opportunity is adhered to;
- Set goals, targets and measures for equity groups; and
- Comply with state and federal legislation on discrimination and equal employment opportunity.



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Director