



WORKPLACE DIVERSITY POLICY

SmartTech Australia is committed to Workplace Diversity.

SmartTech Australia believes that in living up to that undertaking, our employees will enjoy a rewarding workplace environment and that each person's contribution to the company's success will be grounded on the diversity that each person brings to the workplace each and every day.

All applicants and employees can expect to be treated fairly in relation to their cultural heritage, background, race, religion, sex and beliefs with our company, based upon their demonstrated skills, qualifications and abilities.

Any reports of cultural / background harassment will be investigated promptly and confidentially. Discrimination of any sort is unlawful and is taken extremely seriously by our organisation.

Discrimination, in any form will not be tolerated.

SmartTech Australia will not treat any person less favourably than another on the basis of their cultural background, sex, race, age, disability, impairment, religion, political beliefs, lawful union activity or sexual preference.

All Equal Employment Opportunity issues that are brought to the attention of SmartTech Australia Senior Management will be immediately investigated and resolved while respecting the confidence and rights of all parties involved.

All staff should cross reference this Policy with SMS POL 2 - EQUAL EMPLOYMENT OPPORTUNITY POLICY

Managing Director

A handwritten signature in black ink, appearing to read 'Allan Hubble', is positioned above the printed name.

Allan Hubble

Date: 29/07/2020

SMS Pol. 12	2	WD Policy	B Dalton	P Liscia	A Hubble	July 2020
Doc No.	Rev	Description	Author	Checked	Authorised	Date