



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

SmartTech Australia is committed to Equal Employment Opportunity.

SmartTech Australia believes that in living up to that undertaking, our employees will enjoy a rewarding workplace environment and that each person's access to available opportunities will be based on merit only.

All applicants and employees can expect to be treated fairly in relation to employment, training, development and promotion with our company, based upon their demonstrated skills, qualifications and abilities.

Any reports of sexual harassment will be investigated promptly and confidentially. Sexual harassment 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 sex, race, age, marital status, pregnancy, family responsibilities, 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 12 – WORKPLACE DIVERSITY POLICY

*Managing Director*

A handwritten signature in black ink, appearing to read "Allan Hubble", is written over a light blue circular background.

Allan Hubble

*Date: 29/07/2020*

SMS Pol. 2	3	EEO Policy	B Dalton	P Liscia	A Hubble	July 2020
<b>Doc No.</b>	<b>Rev</b>	<b>Description</b>	<b>Author</b>	<b>Checked</b>	<b>Authorised</b>	<b>Date</b>