

EQUAL EMPLOYMENT OPORTUNITY POLICY

At CCGT we are committed to providing a work environment in which employees feel they are a valued member of the organisation that are treated fairly, and are given recognition for their contribution to the Company's success. We also aim to provide an environment that fosters good working relationships.

The Management and Staff of CCGT are committed to ensuring all employees enjoy Equal Employment Opportunity (EEO).

This policy is based on the following principles:-

- All employees, including Apprentices and Trainees, are employed on the basis of merit and are entitled to work and learn in an environment free of harassment and victimisation.
- To hire the best qualified applicant for the available employment position without regard to their race, colour, national origin, gender, age, pregnancy, marital or parental status, religion, political conviction, disability, transgender identity, sexual orientation or carer's responsibilities.
- All Employees are to ensure while performing their jobs, they must not directly or indirectly discriminate or harass anyone. If Employees observe discrimination or harassment in the workplace they will take appropriate steps to eliminate the issue.
- Senior Management are to conduct performance based appraisals and where available promote employees on the basis of objective assessment and identification of their potential.
- CCGT encourage the support of our employees and invite their participation in the Affirmative Action / Equal Employment Opportunity Program.
- CCGT aim to develop and or participate in training and employment opportunities for disadvantaged groups.

Relevant Legislation:

- NSW Anti Discrimination Act 1977
- The Racial Discrimination Act 1975
- The Sex Discrimination Act 1984
- The Disability Discrimination Act 1992
- Workplace Gender Equality Act 2012
- The Australian Human Rights Commission Act 1986

Endorsed by the Board of Directors on 11/04/2017

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CCGT Chairman

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CCGT Senior Manager

