



EQUAL OPPORTUNITIES POLICY

A code of general principles on equal opportunities has been adopted by Hender Lee Electrical & Instrumentation Contractors Pty Ltd.

It is the policy of this company that all employees, subcontractors, vendors and visitors shall be provided with a safe and healthy place in which to work. All practicable efforts shall be made to employees, subcontractors, vendors and visitors interests in all areas of Equal Opportunities in the workplace.

In particular terms of this policy the HLE Management:

1. Are committed to provide Equal Opportunities at the workplace, complies with anti-discrimination and equal employment opportunity laws.
2. Endorse attention to Equal Opportunities as an integral part of the Company's activities.
3. Take every possible measure to appoint and promote their employees within, which shall be based on merit, it is the intent to foster a positive and conclusive environment, where sexual harassment and discrimination are not tolerated.
4. Take every possibly measure to achieve measurable and continuous improvement in Equal Opportunity.
5. Hender Lee Electrical will not discriminate against individuals with reference to:

| | | |
|---------------------|----------------|-----------------------|
| Religion | Pregnancy | Political Convictions |
| Physical impairment | Age | Sex |
| Race | Marital Status | Family Responsibility |
| Criminal Record | Sexuality | |
6. New and existing employees and subcontractors shall be selected solely on personal merit related to the objective criteria as defined for the effective performance of the job in the position description and person specifics.
7. Shall take every possible measure to make Managers, Supervisors and Subcontractors accountable for the promotion and implementation of Equal Opportunity in the workplace.

The Director of HLE seeks the cooperation of all employees to achieve the aim of this policy.

Allan Hender, Managing Director

20th June 2021