

Anti-Discrimination and EEO Policy

At Aerco NW Electrical Pty Ltd, we are committed to fostering an inclusive, respectful, and fair workplace. We believe that everyone deserves to be treated with dignity and respect, free from discrimination, harassment, or any form of unlawful conduct. This policy reflects our values and dedication to creating a workplace where diversity is embraced, and equal opportunity is upheld.

Our Commitment to Inclusion and Fairness

- **Respect for Diversity:** We promote an environment where employees, contractors, and stakeholders are treated fairly, regardless of attributes such as gender, race, age, or disability.
- **Equal Opportunity Practices:** All employment decisions are based on merit, ensuring a fair process for hiring, promotions, and other work-related opportunities.
- **Zero Tolerance for Discrimination and Harassment:** We strictly prohibit any behavior that constitutes discrimination, harassment, vilification, or bullying.
- **Compliance with Laws and Standards:** Our policies align with relevant anti-discrimination and EEO laws, including the Gender Equality Act 2012 and applicable state legislation.
- **Continuous Improvement:** We actively review our practices to ensure inclusivity, fairness, and alignment with best practices in EEO and anti-discrimination.

Our Objectives

- To provide a safe and inclusive workplace where all employees feel valued and respected.
- To eliminate unlawful discrimination and promote equality through education, training, and clear policies.
- To empower employees to report any breaches of this policy without fear of retaliation or victimization.
- To establish complaint handling procedures that are fair, transparent, and effective.
- To support gender equality and remove barriers to full participation in the workforce.

A Shared Responsibility

At Aerco NW Electrical, we believe a positive and inclusive workplace is a collective responsibility. All employees, contractors, and stakeholders are expected to:

- Comply with this policy and relevant laws.
- Treat others with respect and dignity in all interactions.
- Report any incidents of discrimination, harassment, or bullying through our established complaint procedures.
- Promote inclusivity and equal opportunity in their day-to-day actions.

We take pride in fostering a workplace where everyone has the opportunity to succeed. By embedding respect, fairness, and inclusivity into our culture, Aerco NW Electrical aims to set a benchmark for excellence in equal employment opportunity and anti-discrimination practices.