



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Our Equal Opportunity Policy and program provides positive initiatives to improve employment procedures and conditions for all employees.

In delivering these initiatives, we will:

- Communicate the '**us**' – Utility Services Equal Employment Opportunity Policy and procedures to all employees and stakeholders as appropriate.
- Promote a culture that provides workplaces that are free from discrimination, harassment and abuse.
- Ensure that all employees have equal access to employment opportunities within the workplace.
- Treat all employees fairly and with respect.
- Encourage and facilitate employment and promotion from minority groups.
- Review employment practices to ensure flexibility in accommodating the changing needs of our employees.

We are committed to providing a workplace where there is equal employment opportunity and recognise and respect that we all have different backgrounds, beliefs and experiences. The implementation of this policy will enhance our ability to realise the potential of our diversity.

Kevin Hutchings
General Manager

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