



Clermont Crane Hire Pty Ltd

ACN: 133 248 245 ABN: 57 133 248 245

Yankee Station 880 Gregory Developmental Road, Clermont QLD 4721

Lot 9 Dysart Bypass Road, Dysart QLD 4745

Phone 0491 200 102 Email operationsmanager@clermontcranehire.com.au

Website www.clermontcranehire.com.au

Non-Discrimination and Equal Opportunities Policy (CCH Policy 014)

Clermont Crane Hire Pty Ltd (CCH) greatest assets are its employees and extraordinary employees inspire a culture of excellence. For this reason CCH are committed to fostering a diverse workforce be it cultural, experience, age or any of the following [attributes]:

Impairment	Religious belief or activity	Physical features
Employment	Experience	Sex
Gender identity	Age	Sexual orientation
Breast feeding	Lawful sexual activity	Personal association with a person who is identified by reference to any of the attributes mentioned herewith.
Industrial activity	Marital status	
Pregnancy	Parental status	
Race/culture/language	Political belief or activity	

Discrimination may be identified one of two ways:

Direct discrimination occurs when a person is disadvantaged or treated less favorably than another because of a protected attribute. Direct discrimination can occur whether or not he or she is aware of the discrimination.

Indirect discrimination occurs when a practice or policy *appears* to be fair, however it disadvantages a higher proportion of people who may otherwise possess the required "attributes".

Discrimination or unequal opportunity of any kind will not be tolerated within the CCH.



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CCH will ensure that the following occurs within the workforce:

- The workforce reflects the diverse communities we serve and that every employee is treated fairly during the whole of their working life.
- Strong action is taken to eradicate discrimination and inequality when delivering our services and or when employing others to deliver services on our behalf.
- Ensure breaches of the policy may lead to disciplinary action, up to and including instant dismissal.
- CCH shall maintain a safe working environment in which no employee feels threatened or intimidated. This means the display of any items *i.e.* posters or the circulation of material which is likely to offend or cause dissention between employees or groups of employees is prohibited.
- This policy will be implemented in accordance with the Anti-Discrimination Act 1991 and the Equal Opportunity Act 2010.
- Provide an avenue for which employees may provide input and actively contribute to the company
- CCH will provide facilities for any employee who believes that they have been treated unfairly within the scope of this policy to raise the matter through the Company Harassment Procedure.