

## EQUAL OPPORTUNITY POLICY

Neo Civil is committed to developing a diverse workforce and providing an environment for equal opportunity within our workplaces. We strive to recruit the best people with employment that is based on set criteria. All employees are encouraged to continue to develop themselves through further training and the acquisition of new skills.

We believe that a diverse workforce brings to the business a range of backgrounds, skills and perspectives that reflects our community and enables us to better understand our client's needs.

We strive to continuously improve our management practices and procedures to ensure that all employees and persons with whom we interact are treated fairly and considered equally without discrimination.

Our commitment to equal opportunity and diversity is underpinned by the following objectives:

- Fulfilling our social and legal obligations to our employees.
- Developing a diverse workforce.
- Providing workplaces in which everyone is treated fairly and with respect.
- Enabling all members of the workforce to contribute to our business success.
- A commitment to taking immediate action if we become aware of any breach of this policy.
- Continuous learning and improvement through training and the open sharing of experiences.
- A consistent application of Company procedures for recruitment, training, education and conditions of employment at all levels of our organisation.

All individuals within the organisation are personally responsible for ensuring their behaviour does not offend or intimidate others, or create a hostile work environment.

We are each personally responsible for the application of this policy by complying with the company's standard operating systems, our Client's requirements and current legislation as we carry out our daily tasks.



**Mike McGurk**  
General Manager  
Neo Civil Pty Ltd  
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