

# ANTI – DISCRIMINATION POLICY

Decmil Australia Pty Ltd is committed to making all personnel decisions on the basis of merit, without considering irrelevant discriminatory matters.

“Direct Discrimination” occurs where a person is treated less favourably than another person on the grounds that the first person belongs to a particular category.

“Indirect Discrimination” occurs where a requirement – a policy practice or rule – is applied to all groups but has an unequal or disproportionate effect on one particular group. If the requirement is unreasonable, it will be unlawful.

Decmil Australia Pty Ltd is committed to providing equal employment opportunity in all aspects of employment and will not discriminate against any person, nor tolerate discrimination in the workplace on any unlawful ground.

## Equal Employment Opportunity

Decmil Australia Pty Ltd is committed to providing equal employment opportunity in all aspects of employment. We will recruit staff based on genuine merit and suitability for the job without bias or prejudice. Employees of this Company will be considered for promotion, in accordance with the Company policy on the basis of their actual skills, experience and ability.

Decmil Australia Pty Ltd supports and practices affirmative action that is equal employment opportunity for women. Affirmative action does not require quotas and does not mean that women will be given more advantages than men will. It simply aims to ensure that women are not disadvantaged by comparison to men.

## Harassment

Harassment is uninvited, unwelcome, unreciprocated behaviour which causes another person distress, whether or not that effect is intended. Sexual harassment is unwelcome conduct of a sexual nature which causes the recipient reasonably to feel offended, humiliated or intimidated.

Harassment can be isolated incidents or a series of incidents or an ongoing pattern of behaviour.

Decmil Australia will not tolerate unlawful harassment, this is unacceptable behaviour.



RAY SPATORE  
**Managing Director**