

# EQUAL OPPORTUNITY POLICY



AUSTRALIA'S  
LEADER IN  
INTEGRATED  
**PROPERTY**  
**FACILITY**  
**SERVICES**  
**SOLUTIONS.**



# EQUAL OPPORTUNITY POLICY

## SCOPE

Ozland Group Solutions supports the principles of equal opportunity in employment for its employees.

Our approach to Equal Opportunity Policy is designed to support the principle that employees are selected or promoted according to merit, employee diversity is embraced, and all employees are paid equally for work of equal or comparable value.

## PURPOSE

Federal and State legislation relating to anti-discrimination and affirmative action imposes certain obligations on both the Ozland Group Solutions and its employees. It is the policy of Ozland Group Solutions to conform with the obligations which are imposed upon it by all relevant legislation.

The legislation covers a wide range of unlawful discrimination areas, both direct and indirect. Commonly included are:

Race, colour, national or ethnic origin, nationality, religion, sex or gender, marital status, pregnancy, intellectual or physical impairment and disability.

Ozland Group Solutions recognises that its pursuit of equal opportunity principles takes place within an evolving legislative framework.

## APPLICATION

Ozland Group Solutions will always endeavour to:

- promote equal opportunity.
- prevent unlawful, direct, and indirect discrimination, including sexual misconduct.
- develop and implement people management policies, procedures, and practices in accordance with the Workplace Gender Equality Act 2012.
- address, where appropriate and lawful, the effects of disadvantage or past discriminatory practices within the general community, particularly in respect of disadvantaged groups within the community.
- ensure that employee recruitment, selection, promotion, performance review, organisational change and other people management policies, procedures and practices will be free of patronage, bias, unlawful discrimination, promoting diversity and gender equality. adopt policies, procedures, and programs consistent with equal opportunity and anti-discrimination principles.
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**OZLAND  
GROUP  
SOLUTIONS™**

OPERATING NATIONWIDE AUSTRALIA + NEW ZEALAND

In developing policies, procedures, and programs to support equal opportunity, diversity and gender equality, Ozland Group Solutions will consult, as appropriate with employees. Procedures and programs will be monitored and evaluated against stated objectives.

Every member of Ozland Group Solutions is expected to be aware of such policies and of their own individual obligations under relevant State and Federal laws and to ensure that their actions conform to them. All managers and supervisors have responsibility for programs to be implemented which are consistent with such laws.

Yours Sincerely,

James Carlile  
Group Chief Executive Officer  
Ozland Group Solutions