



ABN 35 168 742 584

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Smethurst Recruitment is committed to equal employment opportunity as part of its mission to provide equality and social justice in the workplace. Our employment policies and practices will reflect our commitment to the principles of equal opportunity for all individuals. **Smethurst Recruitment** will treat all employees, potential employees, contractors and candidates fairly and in accordance with legislative requirements. Equal employment opportunity means that merit and equality will form the basis of all decisions affecting the employees of **Smethurst Recruitment**.

To provide equal employment opportunity **Smethurst Recruitment** undertakes to:

- create a work environment free from discrimination or harassment;
- eliminate discrimination on the grounds of:
 - race, colour, national or ethnic origin, or nationality;
 - sex or gender, sexual preference, marital or parental status, or pregnancy;
 - religious or political belief or activity, or industrial activity;
 - age; and
 - disability
- use non-discriminatory, inclusive language in all official documents;
- ensure recruitment, selection, promotion and transfer of all individuals is based on merit only where merit encompasses experience, demonstrated ability, performance, attitude and future potential;
- provide equitable access to resources and career development programs and activities for all employees; and
- promote and support equal opportunity in all its activities.

Smethurst Recruitment's success depends upon recruiting the best possible person for every position within our organisation and for our customers.

Smethurst Recruitment's employees are requested to immediately report any incidents of discrimination or harassment in the workplace to the Branch Manager, designated EEO Officer or Managing Director for prompt resolution.

Client Responsibilities

Smethurst Recruitment's clients are legally required to create and maintain a workplace that is free from discrimination and harassment for our temporary employees assigned to their work sites.