



Brisbane Marine Pilots Pty Ltd

ABN 29010836496

Queensland Marine Holdings Pty Ltd

ABN 46010836503

Discrimination & Equal Opportunity Policy

1 Policy Statement

This policy records the Company's endeavours to:

- Promote and improve equality of opportunity in employment and the workplace;
- Remove barriers to the full and equal participation of all persons in our workforce; and
- Promoting the elimination of discrimination on the basis of:
 - Age, race and sex;
 - Physical features;
 - Gender identity ;
 - Marital status and or family responsibilities; and / or
 - Disability and or impairment including infectious diseases.

Note: This list is not an exhaustive list.

2. What is Discrimination?

Discrimination is treating a worker less favourably than others in the workplace who are in the same circumstance. Discrimination can include, but is not limited to victimisation, vilification and violence.

3. What is Equal Opportunity?

An equal opportunity workplace is a workplace where all workers have equal access to jobs, opportunities based on their knowledge and skills; are diverse in their attribute; and are treated with dignity and respect. Equal opportunity does not mean treating everyone the same.

4. Standards of Behaviour

The Company endeavours to create positive working relationships to ensure that only factors relating to a person's ability to perform their role will guide decisions of the Company in relation to an employee's work. These standards of behaviour include, but are not limited to: being polite and courteous, respectful of differences, and reporting behaviour inconsistent with this policy. These standards of behaviour are intended to operate in addition to and in conjunction with the Code of Conduct.

4. Breach of Policy

Any employee who is found to have breached this policy will be disciplined accordingly, which may lead up to, and include termination of employment.

5. Reporting

If any employee is the recipient of, or is aware of, conduct which is inconsistent with this policy they have the right to report this conduct to the Contact Officer or Human Resources to prevent that conduct from occurring.

Refer to the Procedure – *Conflict Resolution for Complaint Handling*.

6. Legislation

Federal: Australian Human Rights Commission Act 1986

State: Anti Discrimination Act 1991

We promote a culture where employees are treated with fairness and dignity and respectful behaviour is the only acceptable way of conducting business.

Chris Kline
Chairman

Date: 12 April 2016