

EQUAL EMPLOYMENT OPPORTUNITY & DISCRIMINATION POLICY

Team Transport and Logistics’ policy is that capability and merit are the basic criteria for employment. Equal opportunity is assured in the employing, promotion, retention, and training and other personnel matters regarding all employees without regard to race, colour, sex, religion, political opinion, national extraction, social origin, age, medical record, criminal record, marital status, impairment, disability, nationality, sexual preference, or trade union activity.

Discrimination against an individual for the above reasons is specifically prohibited, except where sex, age, or non-handicap is a **bona fide** occupational qualification.

Team Transport and Logistics is committed to building and fostering a culture in which diversity is valued by implementing government and industry policy guidelines on discrimination and equal employment opportunity in the workplace.

The Company recognises that it is more efficient and effective when it uses all the skills of its employees, and employees have an equal employment opportunity to advance and enhance their careers.

The key principals of this policy:

- All employment decisions are to be based on merit. This requires that selection procedures are based on criteria that recognises the most suitable person, and that all positions are awarded, and promotions are made on merit;
- That making of judgements about people in the workplace is only based on their relative ability to carry out the duties and those irrelevant criteria are excluded with the requirements of the job to be the primary focus;
- Equality of opportunity ensures that everyone is able to compete on the same terms in relation to employment;
- Developing a diverse workplace where we value and draw upon different cultural backgrounds to benefit the business;
- Unlawful discrimination is any practice that makes a distinction between individuals, and that disadvantages some or advantages others on any of the following grounds:
 - Sex or sexual preference;
 - Race, colour, religion or nation of origin;
 - Age or disability;
 - Pregnancy; or
 - Marital status or family responsibilities.

Affirmative action legislation is in place to ensure that women are able to compete on the same terms as men in relation to employment and its opportunities.

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