



## EQUAL EMPLOYMENT OPPORTUNITY AND HARASSMENT POLICY

Allfab Constructions Pty. Ltd. believes that:

- Everyone is entitled to be treated fairly and with respect
- Everyone is entitled to enjoy a work environment free from all forms of discrimination and harassment.
- Equitable treatment of people returns human and economic benefits

Allfab is committed to:

- Providing a work environment free from unlawful discrimination and harassment.
- Ensuring employees are not discriminated against on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, marital status, age, physical or intellectual disabilities, membership or non-membership of industrial organisations, pregnancies or sexual preference.
- Complying with all applicable laws and regulations.
- Treating all complaints seriously.
- Investigating all claims of discrimination or harassment.
- Taking action to prevent any discrimination or harassment
- Holding people accountable for their actions

The way this will be achieved is set out in the Allfab Constructions Operations Manual and system procedures. All employees are required to comply with this Equal Employment Opportunity and Harassment Policy and system requirements.

Allfab Constructions Pty Ltd

A handwritten signature in black ink, appearing to read "Gerry Fischl".

Gerry Fischl  
Managing Director  
19 November 2007

**Quality & Excellence in Construction**



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