

Equal Employment Opportunity (EEO) & Diversity Policy

Policy Statement

Aroshy is committed to providing a workplace that is inclusive, fair, and free from discrimination, harassment, and bullying. We value diversity and believe that a respectful, inclusive workforce strengthens our business, our culture, and the quality of service we deliver to clients.

Scope

This policy applies to all Aroshy employees, contractors, subcontractors, suppliers, and applicants across all projects and business operations.

Principles

Non-Discrimination

- Employment decisions are based solely on skills, qualifications, experience, and performance.
- Discrimination on the grounds of race, colour, gender, sexual orientation, marital status, age, disability, religion, cultural background, or any other protected attribute will not be tolerated.

Diversity and Inclusion

- Aroshy values diversity in its workforce and actively seeks to build a team that reflects the communities in which we operate.
- We encourage participation from women, First Nations people, culturally and linguistically diverse individuals, and people with disabilities.

Harassment and Bullying

- All forms of harassment, bullying, or victimisation are unacceptable and will be addressed promptly.
- Everyone has the right to work in a safe, respectful, and supportive environment.

Equal Opportunity in Employment

- Recruitment, promotion, training, and development opportunities will be made available on a fair and equal basis.
- We are committed to removing barriers and creating pathways for underrepresented groups in construction and related trades.

Responsibilities

- **Management:** Ensure recruitment, promotion, and workplace practices are fair, inclusive, and compliant with this policy.
- **Supervisors:** Address any reports of harassment or discrimination quickly and appropriately.
- **Employees & Contractors:** Treat others with respect, dignity, and professionalism at all times.

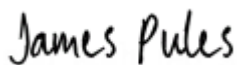
Compliance

This policy supports compliance with the *Fair Work Act 2009 (Cth)*, *Work Health and Safety Act 2011 (NSW)*, and relevant anti-discrimination legislation across Australia, including the *Racial Discrimination Act 1975*, *Sex Discrimination Act 1984*, and *Disability Discrimination Act 1992*.

Review

This policy will be reviewed annually to ensure it remains effective, inclusive, and aligned with legal obligations and community expectations.

Approved by:



Director, Aroschy Pty Ltd

01/10/25