



POLICY //

Equal Employment Opportunity

Alder Constructions was established in 2003 and undertakes commercial building, civil and infrastructure projects. Our core company goals and objectives underpin all our policies and work procedures. These are to deliver profitable, sustainable and quality building and civil projects, in an enjoyable, family-feel environment for the well-being of all stakeholders.

Alder Constructions recognises that Equal Employment Opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory actions is sound management practice. The policy has been designed to create a workplace that maximises company performance through employment decisions. These decisions will be based on real business needs without regards to non-relevant criteria or distinctions and will ensure that all decisions relating to employment, training, and promotion issues are based on merit.

Alder Constructions is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment. Every person will be given a fair and equitable chance to compete for appointment, promotion, transfer, training and to pursue their career as effectively as others. This policy is to be used in conjunction with the Harassment policy.

Consistent with this Alder Constructions will not condone and regards as unfair, all forms of unlawful discrimination or vilification including that which relates to.

- Sex;
- Sexual harassment;
- Pregnancy or potential pregnancy, breastfeeding;
- Marital and/or domestic status;
- Disability;
- Race, colour, nationality, social or national origin, descent, ethnic, religion;
- Age or time to retirement ;
- Family responsibilities, family status, status as parent or carer;
- Racial, homosexual, HIV/Aids vilification;
- Religious belief or activity;
- Political belief or vilification;
- Physical features;
- Industrial, trade union, employer, employee activity;
- Sexuality, transsexuality, transgender;
- Professions, trade, occupation or calling;
- Medical record;
- Criminal record.

In all cases performance and competence are to be used as the basis for appointment, performance assessment, training and development opportunities and promotions.



POLICY //

Equal Employment Opportunity cont.

Senior Management has a responsibility to ensure:

- all managers, supervisors and employees are aware of their obligations, responsibilities and rights in relation to EEO;
- any matter which does not apply with the principles of EEO are identified and addressed as promptly and sensitively as possible; and
- ongoing support and guidance is provided to all employees in relation to EEO principles and practice.

Management has a responsibility to ensure:

- they understand and are committed to the principles and legislation relating to EEO and are applied in the workforce;
- they provide an environment which encourages EEO; and
- all employees are aware of the EEO policy.

All employees, contractors and volunteers have a responsibility to ensure that:

- they treat all colleagues, customer's clients with respect and professionalism without regard to non-relevant criteria or distinctions.

Relevant persons will make all decisions relating to appointment, training, career development, and promotion without regard to any matters other than the individual's ability to carry out the position.

Any concerns, queries should be directed to the Human Resources Manager or General Manager.

Any employee, contractor, volunteer or prospective employee, contractor or volunteer who believe they are being treated unfairly as a result of discrimination should notify a relevant manager and /or the Human Resource Manager.

Greg Alder

Managing Director
Alder Constructions Pty Ltd

Dean Cheffers

Director & General Manager
Alder Constructions Pty Ltd