

POLICY //

EQUAL EMPLOYMENT OPPORTUNITY

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

Alder Constructions has an express commitment to equal opportunity in employment for staff, and prospective staff.

In meeting its obligations under relevant human rights legislation Alder Constructions will continue to integrate the principles of equal opportunity in its planning, policies and practices that advance the distinctive nature and purpose of the organisation.

Alder Constructions will promote inclusive work environments that value the diversity of backgrounds and perspectives of the Alder Constructions' community. This means that Alder Constructions will continue to apply the purpose of equal opportunity and human rights legislation and policy:

- To improve access, participation and inclusion of particular equal opportunity groups who have been traditionally under-represented, through review of policy and practices and implementing special measures; and
- To eliminate discrimination on the grounds of sex; pregnancy; marital status; family responsibility; race, colour, ethnic or ethno-religious background, descent or national identity; sexuality; age; trans-sexuality; disability; union affiliation, political conviction or religious belief.

In achieving this commitment to Equal Employment opportunities Alder Constructions recognises that:

- Equal Opportunity means that staff experience fairness, impartiality and equal access to opportunities in employment;
- Equal opportunity in employment includes the principle of selection and promotion of staff on merit, which precludes irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a person to perform the inherent requirements of a position, having regard to the person's knowledge, skills, qualifications and experience and their potential for future development;
- Equal opportunity for women in the workplace and eliminating discrimination accordance with relevant legislation;
- Staff promote equal opportunity in planning, policy and strategies; and
- Work with staff in the advancement of equal opportunity in employment.

This policy is approved and issued by:



GREG ALDER
Managing Director



DEAN CHEFFERS
Chief Executive Officer