

## EQUAL OPPORTUNITY POLICY

*DEFINITION: Equal Opportunity is a stipulation that all persons should be treated similarly, unhampered by artificial barriers or prejudices or preferences, with the exception of particular distinctions that can be explicitly justified.*

Smith Earthmoving is committed to conducting business based on strong ethics, respect for all persons and free from unfair discrimination or racial abuse.

Smith Earthmoving will actively and thoroughly investigate any incident of discrimination, harassment or racial abuse of any person employed or engaged by the Company and will take appropriate action in the event that it is proven. Smith Earthmoving adopts a 'Zero Tolerance' approach to this Policy.

### THE MAIN AREAS OF THE POLICY ARE:

#### MERIT

Smith Earthmoving will recruit and promote on the basis of merit such that all personnel with relevant abilities, skills, qualifications, subject knowledge and experience will have an equal opportunity with selection based on the person who fits the business requirements.

#### ACCESS

All employees will have equal access to appropriate training & development opportunities, promotions and transfers provided by the Company to meet the needs of the business.

#### NON DISCRIMINATION

Smith Earthmoving will not accept and will have 'Zero Tolerance' approach regarding discrimination or harassment of any person due to:

- Gender
- Race, Colour or Nationality
- Impairment or Physical attribute
- Sexual preference
- Pregnancy or breast feeding
- Irrelevant criminal or medical records
- Marital status
- Religious or political beliefs
- Family responsibilities
- Age

Authorised by: \_\_\_\_\_

Wayne Smith  
Director/CEO  
10 January 2016