



## Equal Opportunity Policy

Sustainability Pty Ltd recognises, appreciates and values the contributions and inputs of all Sustainability personnel.

Sustainability will endeavour to ensure that in the application of all company policies, practices and procedures, no discrimination takes place and that all employees and potential employees enjoy equal access to opportunities within the company.

Sustainability will ensure the absence of all forms of discrimination based on gender, race, marital status, parenthood, pregnancy, age, physical disability, sexual preference, political conviction, religious belief or medical condition (not affecting work performance) in all facets of the work environment.

Equal employment opportunity requires that policies, practices and procedures ensures equality for each vacancy or position for any available advancement. Recruitment and promotion of employees is based on merit, ensuring that the most suitable person is chosen for each available position. This underlies Sustainability's commitment to quality and excellence in the provision of our services.

Sustainability embraces its obligations to comply with State, Federal & Legislation on discrimination and equal opportunity and binding international human rights agreements.

**Signed:** .....

**CHIEF EXECUTIVE OFFICER**

**Date: January 2016**



**SUSTAINABILITY**  
FUTURE GROWTH