

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

Killarnee Formwork is committed to providing a workplace free of all forms of unlawful discrimination, harassment and bullying:

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We will comply with all relevant equal employment opportunity legislation and statutes.

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Anyone found in breach of this standard will be subject to disciplinary action.

To achieve these goals, Killarnee Civil and Concrete will:

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Respect cultural and social differences among work mates and clients.

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Treat people fairly and recognise and respect the skills and talents of others.

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Ensure employees do not engage in harassing, discriminatory or bullying behavior towards others in the workplace.

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Manage all EEO grievances in a fair, impartial, efficient and respectful manner.

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Ensure that no employee will be victimised or be unfavorably treated by another as a consequence of their involvement in a grievance.

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Take reasonable steps to ensure their workplace area is free from all forms of discrimination, harassment and bullying.

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Make sure that anyone who makes a false and harmful grievance will be subject to disciplinary action.

Killarnee Civil and Concrete is committed to achieving best practice through:

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Our aim to provide a workplace that is free from all forms of discrimination, harassment and bullying.

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We are committed to continuous improvement in identifying addressing and eliminating discrimination at all of our work sites.