

EEO & ANTI-DISCRIMINATION POLICY

Pipemech is an equal opportunity employer. All employees are treated on their merit, without regard to race, age, sex, marital status or other factor not applicable to their position. Employees are valued according to how well they perform their duties, and their ability and enthusiasm to maintain the company's standards of service.

Pipemech does not tolerate any form of discrimination, it is our belief that all employees have the right to work in an environment free of discrimination and harassment. Discrimination in a workplace undermines proper working relationships and may cause low morale, absenteeism, and resignations.

Under federal and state anti-discrimination laws, discrimination in employment is against the law on the following grounds:

+	Sex,	+	Marital Status,
+	Pregnancy,	+	Parental Status,
+	Age,	+	Race,
+	Impairment,	+	Religion,
+	Political Belief or Activity,	+	Criminal Record,
+	Trade Union Activity,	+	Social Origin,
+	Lawful Sexual Activity, and	+	Workplace Violence.

Commitment:

- + Communicate Pipemech EEO and Anti-Discrimination Policy and CORP-1200-PR-0007 Workplace Conduct Procedure to all relevant stakeholders including employees, subcontractors and others working on our behalf;
- + Managers and supervisors must ensure that all employees are treated equitably and are not subject to discrimination. They must also ensure that people who make complaints, or witness, are not victimised in any way;
- + Any reports or discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially,
- + Personnel will not be disadvantaged in their employment conditions or opportunities as a result of lodging a complaint, and
- + Disciplinary action will be taken against anyone who discriminates against a co-worker;
- + Sexual harassment is also against the law and will not be tolerated.

Pipemech is committed to providing an environment which is safe for its employees.

AUTHORISED BY



Rohan Ackroyd
Managing Director
Pipemech Australia Pty Ltd

Date 3.8.15