



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

IKAD Engineering is committed to equal employment opportunity as part of its vision for the future of the company.

IKAD Engineering recognises its moral and legal responsibilities to provide an equal opportunity workplace.

### **Implementation**

To provide equal employment opportunity the company undertakes to:

- Ensuring that all recruitment, selection and promotion decisions are based on the best qualified and experienced candidate who can perform the genuine occupational requirements of the project.
- Create an environment characterised by respect where staff are able to work free from discrimination or harassment.
- Use non-discriminatory, inclusive language in all official documents and encourage its use in the company.
- Provide equitable career development activities for all staff.
- Ensure effective consultation with staff in the development and implementation of equal employment opportunity.
- Investigate and endeavour to resolve all complaints of discrimination and harassment.
- Ensure that all managers support this policy and be responsible for upholding these objectives within their area of responsibility.

A handwritten signature in blue ink, appearing to read 'I. Donjerkovich', is positioned above the printed name.

I. Donjerkovich  
General Manager  
June 2014

Next review – June 2015