

## HEVILIFT GROUP – EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Hevilift Group is committed to providing a work environment in which employees feel that they are a valued member of the organisation; that they are treated fairly and are given recognition for their contribution to the company's success.

Hevilift Group is committed to ensuring that all employees enjoy Equal Employment Opportunity (EEO). This means that employees are treated justly and equally when employment decisions and promotional opportunities are made and that unlawful discrimination does not take place.

Unlawful discrimination means treating a person less favorably because of a personal attribute which is covered by equal opportunity laws. When making decisions regarding employment or promotions Hevilift Group will not discriminate on the basis of:

- racial vilification,
- disability,
- age
- pregnancy,
- marital status,
- HIV/AIDS vilification,
- sex, homosexuality, transgender, homosexual vilification, transgender vilification,
- race, colour, nationality, descent, and ethnic, ethno-religious, or national origin, and
- family responsibilities (dismissal only).

These attributes are in most cases irrelevant to employment decisions, and it is Company policy to ensure that they are not taken into account when employment decisions are made. It is also company policy that no employee be harassed because of any of the above attributes.

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This Company Policy is to remain in force unless otherwise determined by the Group Managing Director.

**Manager Responsible for Review:**                      **Director Human Resource & Administration**

**Approved by:**    **Paul Booij**

**Date: 1 January 2017**

*Original Signed & Filed*

**Paul Booij**

**Group Managing Director**

