

Discrimination Policy.

Purpose

OCS/Midcity recognises the valued contribution of a diversified workforce across all operations and the importance of ensuring its employees are not subject to direct or indirect discrimination, harassment, bullying, aggression, and violence in the workplace. OCS/Midcity has created this policy to maximise the talent, potential, and contribution of each employee based on their merits and to ensure fair, equitable and non-discriminatory employment practices throughout the organisation.

Approach

- Define discrimination as: The act of directly or indirectly treating a person differently or less favourably because of a certain attribute such as: sex, race, colour, mental or physical disability, age, family or carer's responsibilities, pregnancy, marital status, religion, national extraction, political opinion, social origin, trade union membership or sexual preference.
- Ensure Company processes and procedures comply with all relevant anti-discrimination legislation as amended from time to time.
- Ensure employees are engaged, managed, and promoted on their individual merits and such decisions are not influenced by assumptions about their capacity or experience based on a certain attribute.
- Ensure discrimination is not a cause for termination of employment unless that discrimination is as a result of the worker being unable to meet the inherent requirements of the job.
- Implement complaint procedures in which allegations of discrimination are investigated proactively, with integrity, dealt with confidentially and where appropriate disciplinary action is taken.
- When appropriate, counsel managers and supervisors in diversity and equal employment opportunity.
- Create a work environment that is free from discrimination and where workers are valued, treated with fairness, equity, and respect.
- Develop and promote a Company culture which does not condone discriminatory behaviour.
- Communicate this policy across the whole organisation by effectively utilising resources such as toolbox meetings, notice boards, and / or other forms of electronic communication as appropriate.

Commitment, Objectives, and Targets

This policy applies to all OCS/Midcity personnel across all projects and operations at all times.

OCS/Midcity has established, implemented and maintained this policy, our objectives and our Targets to ensure it supports our strategic direction; including our commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health, is appropriate to the purpose and to the specific nature of our HSEQ risks and HSEQ opportunities through consultation and participation of our workforce.



Gareth Marriott

**Managing Director
OCS Australia & New Zealand**