

Equal Employment Opportunity Policy

Symal Group Limited

Date of adoption: 1/11/2024

1. Purpose and scope

Symal recognises its obligations under numerous Acts which protect against discrimination in employment. Symal also recognises that equal employment opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

This Policy has been designed to facilitate the creation of a Workplace culture that maximises organisational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions and will ensure that all decisions relating to employment issues are based on merit.

2. Definitions

‘Symal’ means Symal Group Limited and all its subsidiaries.

‘Employee(s)’ means a full time, part time, casual or volunteer employee of Symal and includes contractors and agents of Symal.

‘Workplace’ means any place where work is carried out for Symal and includes any place where an Employee goes, or is likely to be, while at work.

3. Policy

Symal is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment.

Every Employee will be given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence.

Consistent with this, Symal does not condone any form of unlawful discrimination or vilification against the protected attributes outline in the Fair Work Act, which are:

- race;
- colour;

- sex;
- sexual orientation;
- age;
- physical or mental disability;
- marital status;
- family or carer's responsibilities;
- pregnancy;
- religion;
- political opinion;
- national extraction;
- social origin;
- breastfeeding;
- gender identity;
- intersex status; and
- experiencing family and domestic violence.

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

This Policy is to be used in conjunction with the Discrimination, Harassment and Bullying Policy.

4. Enforcement

Employees must comply with the requirements of this Policy. Any breach of this Policy may result in disciplinary action up to, and including, termination of employment.

5. Document Review

Symal reserves the right to vary this Policy from time to time.