



Sustainable Technology

Equal Employment Opportunity Policy

As part of our compliance processes, Austress Menard Pty Ltd is absolutely committed to equal employment opportunity regardless of sex, sexual preference, marital status, race, religion, nationality, political conviction, age or other criteria. Merit relative to the positional requirements is and will be our only consideration for entry into the company, selection, transfer and promotion.

Our aim is to establish and maintain an organisational culture where diversity is respected and welcomed, where personnel are recognised for their work performance rather than non-work related attributes.

We are committed to:

- Communicating our EEO Policy and values to all stakeholders
- Establishing internal controls, systems and procedures to support our EEO obligations
- Raising and maintaining management, staff and contractor awareness of EEO
- Raising and maintaining management, staff and contractor awareness of discrimination, its personal and organisational effects, and its undesirability
- Establishing internal audit processes aimed at EEO initiatives and processes
- Encouraging all persons to report perceptions of our breaching this EEO covenant without fear of reprimand

Paul McBarron
Managing Director
Austress Menard Pty Ltd
4 May 2009

Andrew Spanos
Quality, Safety and Environmental Manager
Austress Menard Pty Ltd