

EQUAL OPPORTUNITY POLICY

It is Ryan Wilks Pty Ltd policy that all employees will be treated equally. Any employment related distinction made between employees in the workplace will be based solely on merit.

Ryan Wilks Pty Ltd are aware that it is unlawful to discriminate against a person, (treat a person differently or less favourably), or harass another person because of their:

- Race, colour, nationality, descent or ethnic origin
- Sex, marital status, pregnancy or family responsibility
- Physical, mental or intellectual impairment or disability
- Sexual Preference
- Age
- Physical characteristics
- Religious/Political beliefs
- Union Activity
- Criminal Record

Harassment against another person is a form of discrimination. Such conduct, including racial vilification and victimization is unlawful and unacceptable.

Ryan Wilks Pty Ltd is committed to ensuring that discrimination and harassment in the workplace does not occur. It is Ryan Wilks Pty Ltd view that all employees have right to a workplace, which is free from hostility. We achieve this by ensuring that all employees conduct and behaviour in the workplace does not cause offence to other work mates.

All employees should also be aware that their conduct away from the workplace whilst on Company business and as a representative of the Company, should be consistent with the Company's Equal Opportunity Policy.

This policy will be formally reviewed again May 2027



Ron Ryan

General Manager

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