



Equal Opportunity, Harassment & Bullying Policy

CVGT Australia's (herein referred to as CVGT) commitment to its workers including apprentices and trainees, clients, contractors, host employers, volunteers, unpaid workers and the general public is consistent with the spirit of the various State and Federal legislation dealing with Equal Opportunity, Harassment (including Sexual Harassment) and Bullying.

That commitment can be summarized by the following policy statements:

- CVGT will ensure fair and equal treatment in all matters regardless of gender identity, race (colour, national and/or ethnic), religious belief or activity, age, marital status, sex, sexual orientation, industrial activity disability/impairment, pregnancy, breastfeeding, carer status, employment activity, lawful sexual activity, physical features, or political belief or activity, personal association with someone who has, or is assumed to have, any of these characteristics
- Everyone will be treated equitably according to their skills, experience, qualifications, abilities and achievements and given a fair chance to compete for career development opportunities within the company or that the company provides.
- CVGT will provide an environment that will ensure that reasonable and proportionate measures are in place to eliminate discrimination, sexual harassment and victimisation
- CVGT will treat all EEO, harassment and bullying matters in a confidential and sensitive manner and ensure rapid resolution of issues
- CVGT will provide an environment that discourages all discriminatory, harassing or bullying practices and behaviours and instead encourages equal opportunity, fairness, openness, communication, validation and respect.
- CVGT will refer workers, clients and customers for free, impartial and confidential information and advice about equal opportunity, discrimination, racial and religious vilification and the Charter of Human Rights & Responsibilities, to the relevant State Equal Opportunity & Human Rights Commission
- CVGT will ensure that workers are aware that if they believe they are being bullied in the workplace they may apply to the Fair Work Commission in their relevant State for an order to stop the bullying.

CVGT considers harassment, whether sexual, visual or physiological harassment and bullying, whether intentional or unintentional as unacceptable and totally inappropriate forms of behaviour that will not be tolerated under any circumstances. All CVGT workers have a moral and legal right to work in an environment free of such behaviour. This extends to those working outside CVGT Australia's supervised work - places as they also have a right to be treated in a way that is free of/from such behaviour.

This policy will be reviewed annually in the light of legislative, corporate and industry best practice developments. It is authorized by the Chief Executive Officer and will be displayed at all CVGT Australia branches and on the CVGT Intranet.

Rosalie Lake

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Chairman- Board of Directors

24.12.2013

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Date

[Signature]

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Chief Executive Officer

24.12.2013

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Date