



Affirmative Action Policy

Intent

The Assetlink Group (“Assetlink”) incorporating Assetlink Services Pty Limited and AssetFuture Pty Limited, Affirmative Action Policy provides equal employment opportunities without consideration of race, colour, religion, age, sex, marital status, and disabilities.

Principles

We recognise the need for Affirmative Action and we pledge our commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected groups found to be underutilised in the Assetlink’s work force or affected by policies having an adverse impact.

We recognise the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, we have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilisation of such persons in the work force. We further state that Assetlink will affirmatively provide services and programs in a fair and impartial manner.

RACI

- Responsible** It is the responsibility of all hiring managers to act in accordance with this policy with the support and advice of the People & Culture team. Responsibility for this policy lays with the General Manager Assetlink Services.
- Accountable** The final authority for this policy lies with the Managing Director.
- Consulted** When making changes to this policy, consultation should be carried out with all team members and identified subject matter experts.
- Informed** All changes to this policy should be communicated to all team members and relevant contractors.

Operation and Incidence

This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, redundancies and terminations.

Assetlink will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws,

This policy statement will be made known to all Assetlink team members. We also expect each supplier, union, consultant and other entity(s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations.

Authorised by:

Oliver Schacht
General Manager Assetlink Services

Aurora Fonte
Managing Director