

Meneghello Group of Companies recognises that Equal Employment Opportunity (EEO) is a matter of employment obligation, social justice and legal responsibility. 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.

Meneghello aims to achieve a harmonious workplace and recognises the right of all people who interact with us to be treated with dignity and respect.

Meneghello is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment. Every person will be given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Any decisions in all aspects of these areas 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.

Consistent with this, Meneghello will not condone and regards as unfair, any form of unlawful discrimination. Unlawful discrimination under federal, state and territory laws cover discrimination on the grounds of a range of personal characteristics and personal beliefs which are called “attributes”.

Employees who believe the principles of EEO have been violated should follow the Meneghello Grievance and Dispute Resolution Procedure.

Any allegations of unacceptable conduct should be investigated promptly. The person who is alleged to have committed acts constituting unacceptable conduct should be treated fairly until such time as findings/allegations are substantiated and that unacceptable conduct has occurred.

If an employee has doubts about any aspect of this Policy, they must seek clarification from their manager or the Managing Director. This Policy shall be reviewed periodically, and disciplinary action may be taken against any employee found to have breached its principals.

Signed:



Danny Meneghello
Managing Director

Date: 05/03/2020

Rev 4

