

DIVERSITY AND EQUITY POLICY

DeltaSBD supports the principles of equity and diversity in a workplace that is free from all forms of discrimination and harassment.

DeltaSBD is committed to ensuring that all employees are treated in a fair and equitable manner based on the employee's individual merit and performance

DeltaSBD's policies prohibit unlawful discrimination i.e. subjecting employees to unfair decisions, or harassment because of their sex, marital status, pregnancy, race, age, disability, carers' responsibilities, homosexuality or transgender (transsexuality)

To this end, DeltaSBD, through its Management team and employees, encourages and supports:

- *Initiatives that value and maximise diversity in the workforce*
- *Initiatives that promote a workplace free from discrimination, harassment and bullying*
- *Initiatives that encourage work/family/life balance*
- *The evaluation and treatment of applicants and employees solely on the basis of merit and performance*
- *All supervisors and managers have a responsibility to ensure DeltaSBD's policy with respect to fair, consistent and honest treatment of employees is activity pursued*
- *Open communication between parties is fundamental to good relations*



Managing Director, DeltaSBD