

## Equal Opportunity and Diversity Policy

**Overview** Reece is committed to providing an environment that provides equal opportunities to all available talent with selection based on ability, performance and potential.

Reece recognises the importance of equal opportunity and diversity in the workforce and values the contribution of all employees regardless of gender, age, ethnicity, disability, sexual orientation and cultural background.

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**Purpose** All applicants for employment and all staff members within Reece are to be treated equally and given the same consideration when determining their suitability for employment, training, development, transfers and promotion.

This policy aims to ensure:

- people management practices do not discriminate against individuals or groups and provide opportunity that allows employees to build and develop their skills;
  - recruitment and promotions are based on merit and performance against objectives, where practical the intention is to promote from within the company;
  - the work environment is free from discrimination, harassment and bullying and that all staff members respect and value the diversity of our workforce.
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**Objectives** Consistent with the overall organisation values, the company has established the following objectives for equal opportunity and diversity:

- to provide all staff members with equal opportunity for employment, training, development and promotion;
  - to provide a safe work environment free from discrimination, harassment and bullying;
  - continually improve the service we provide our customers through a diversified workforce that reflects and respects our customers;
  - attract and retain the best talent;
  - ensure this policy is accessible and visible to all employees;
  - continue to develop training programs and support the education about the value of equal opportunity and diversity across all levels of the organisation.
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**Governance**

The Board has delegated responsibility for the implementation of this policy to the CEO who will monitor the progress and report to the Board on the effectiveness of the equal opportunity and diversity initiatives.

The Board will be responsible for setting the measurable objectives for achieving diversity. The Board will assess these objectives on an annual basis and review the progress of the company against these objectives.

The Board will have the responsibility to:

- review and approve the measurable objectives for achieving gender diversity in accordance with the diversity policy; and
- Report on the progress of achieving the objectives on gender diversity

**Adopted by the Board**

18 November 2003

**Amended**

February 2016