
Equal Opportunity Employment & Anti Discriminatory Policy

Australian Silica Quartz Group Ltd is committed to providing an equal opportunity, non-discriminatory and harassment free working environment for all employees.

The Company seeks to comply with all relevant equal opportunity, workplace harassment and discrimination legislation including all relevant State and Federal Acts and Regulations as a minimum standard.

The purpose of this Policy is to promote the principles of anti-discrimination and equal employment opportunity and to ensure that the Company's employees are treated fairly, equitably, are without fear of discrimination and are protected from all forms of harassment.

All employment processes and ongoing employee performance evaluation shall be merit based, without regard to other factors such as sex, marital status, pregnancy, parental status, age, race, impairment, religion, political belief, social origin, lawful sexual activity, social preference and family responsibilities.

Managers and staff at every level of the organisation shall ensure they and the people around them do not engage in discriminatory behaviour. All employees will be held responsible for the implementation of this policy and relevant programmes within their area of responsibility.

This policy shall be supported by appropriate standards, procedures and programmes that are designed to facilitate a harmonious workplace where discrimination is not tolerated and advancement is based upon merit.