

EQUAL EMPLOYMENT POLICY

Reay Services Group is a pipeline construction, mining services, civil and trenching company that consistently delivers quality services to customers.

At Reay Services Group, we appreciate that people, their ideas and capability are our most valuable assets. We employ and promote people based on demonstrated merit in the performance of their work.

We aim to achieve and maintain zero discrimination and harassment complaints within our company.

All recruitment, promotion and conditions of appointment are based on merit with due consideration for safety performance. The basis for each individual selection, progression and remuneration is by virtue of their qualification, experience and ability to safely and efficiently undertake the duties associated with the position.

We will achieve our objectives with commitment and involvement of all Reay Services Group personnel and management, by not discriminating in the workplace, or on the grounds of: sex; race; marital/parental status; age; pregnancy; impairment; political belief or activity; religion; trade union activity; and, lawful sexual activity.

We will also achieve our objectives by:

- Compliance to relevant laws and regulations
- Being responsive to employee complaints or concerns of unlawful or socially unacceptable behaviour. We investigate issues and take appropriate action.
- Zero tolerance for breaches

Discrimination, harassment and bullying are inappropriate and unsafe, and will not be tolerated in the workplace. At Reay Services Group we behave toward each other with honesty, trust, fairness and respect.

This policy shall be reviewed on an as required basis and in accordance with QMS-REG-018 – HSEQ Audit Schedule.

Brett Reay
Managing Director

