



Access Petrotec & Mining Solutions

Anti-Discrimination Policy

Access Petrotec and Mining Solutions Pty. Ltd. (hereafter referred to as AP) is committed to the elimination of discrimination – including direct and indirect vilification and harassment – in our organisation, hiring & subcontracting practices, and overall culture. No AP employee, subcontractor, client, community member, should experience discrimination within the environment of our organisation.

This policy derives its legislative context and foundation from the following legislations:

- WA Equal Opportunity Act 1984
- Sex Discrimination Act 1984
- Racial Discrimination Act 1975
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Commonwealth Racial Discrimination Act 1975

Under this policy all AP personnel are entitled to:

- recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics.
- work free from discrimination, bullying and sexual harassment.
- the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised.
- reasonable flexibility in working arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs, sexual orientation, or culture.

All AP staff must:

- offer support to people who experience discrimination, bullying or sexual harassment, including providing information about how to make a complaint.
- treat everyone with dignity, courtesy, and respect.

AP's senior management and all staff contribute to the eradication of discrimination by promoting acceptance of Australia's cultural, linguistic, and religious diversity, challenging prejudiced attitudes, and ensuring that sanctions are applied against racist and discriminatory behaviours.

Jyoti Mathur

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Director

Dated 15th March 2024