
ANTI-DISCRIMINATION & EEO POLICY

1. PURPOSE

Laserbond is committed to providing a workplace where people are treated fairly and with respect and employment decisions are based on merit.

This policy supports our Values and Leadership Framework and our obligations under applicable anti-discrimination and employment legislation.

2. SCOPE

This policy applies to all Laserbond employees and anyone performing work for or on behalf of Laserbond. It applies whenever people are engaged in work or work-related activities, including recruitment, work functions, travel and work-related communications.

2. POLICY

Laserbond provides equal employment opportunity and does not tolerate unlawful discrimination, vilification or victimisation.

Employment decisions including recruitment, remuneration, development, promotion and termination will be based on legitimate business requirements, individual capability, performance and merit.

Discrimination occurs when a person is treated less favourably because of an attribute protected by law, or where an unreasonable requirement, condition or practice disadvantages people with a protected attribute.

Protected attributes include characteristics such as race, colour, sex, sexual orientation, gender identity, age, disability, marital or relationship status, family or carer's responsibilities, pregnancy, breastfeeding, religion, political opinion, national or social origin, and other attributes protected by applicable law.

Everyone at Laserbond is expected to:

- treat people fairly and consistently with Laserbond's Values;
- make employment and workplace decisions based on merit and legitimate business considerations;
- not discriminate against, vilify or victimise another person;
- not encourage, support or participate in discriminatory conduct;
- speak up or raise concerns where they experience or become aware of inappropriate or potentially unlawful conduct; and
- cooperate appropriately with any action taken to address workplace concerns.

Leaders in particular have a responsibility to make fair and objective decisions, model the standards set out in our Values and Leadership Framework and respond appropriately to concerns.

Anyone who believes this policy may have been breached should raise the matter with their manager or People & Culture. Concerns will be taken seriously and handled as fairly, promptly and confidentially as reasonably practicable.

No person will be disadvantaged or victimised for raising a genuine concern or participating in a workplace process.

Breaches of this policy may result in disciplinary action, up to and including termination of employment. Contractors or other persons working for Laserbond may have their engagement terminated for serious breaches.