

EQUAL EMPLOYMENT OPPORTUNITY POLICY

At Pan Process we are committed to the principle of equal opportunity in employment for all persons regardless of gender, sexual orientation, family status, pregnancy, family responsibilities, race, impairment, political or religious conviction, age and gender history.

Equal employment opportunity applies to all of our employment practices including recruitment, selection, appointment, transfers, promotion, training and development.

Through the practice of equal employment opportunity in our organisation, we are able to utilise the skills and experience of all employees to ensure the best person is chosen for each available position.

Managers and supervisors are accountable for promoting equal employment opportunity guidelines in their areas of responsibility, including ensuring that all personnel are treated equitably and are not subject to discrimination. Any complaints are treated seriously and investigated promptly, confidentially and fairly without threat of victimisation or reprisal.

All Pan Process employees have a role to play in preventing discrimination and promoting equal employment opportunity by demonstrating integrity and treating all employees with dignity and respect.

By signing this statement we confirm our commitment to this Equal Employment Opportunity Policy.

A blue ink signature of Dave Edwards, consisting of stylized initials and a long horizontal stroke.

Dave Edwards
General Manager
14 November 2012

A blue ink signature of Dave Lunn, consisting of stylized initials and a long horizontal stroke.

Dave Lunn
Director
14 November 2012