



POLICY EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Western Areas Ltd (WSA) acts in accordance with all statutory legislation, both State and Federal. Staff and contract employees must carry out their work in a responsible manner and agree to comply with all statutory legislation, policies and procedures whilst employed with WSA.

WSA will ensure that each employee is provided with a safe and healthy place in which to work, free from discrimination and harassment. We apply principles of non-discrimination and harassment to all areas of business and recognise our obligations in dealing with clients, employees and contract personnel.

WSA is committed to achieving Equal Employment Opportunity (EEO) for all employees in accordance with State and Federal legislative requirements. All employees are entitled to access employment, training and promotion on the basis of merit. Stereotyped assumptions based on prejudice in any form and discrimination, harassment, victimisation, bullying or racial vilification will not be tolerated within WSA's workplaces. Therefore, we realise that EEO covers all aspects of a person's association or employment with WSA.

WSA's primary objectives are:

- To provide WSA employees and contractors those with whom they come into contact during the course of their work, an environment that is free of discrimination and harassment;
- To respect the right of any person who experiences discrimination or harassment to have their complaint dealt with in a confidential and professional manner; and
- Where an allegation of discrimination or harassment arises, it is able to be resolved in a manner that is timely and enables all parties concerned to return to operating in a fair workplace.

All employees on a Western Areas site are required to familiarise themselves with WSA Policies and Procedures and to ask questions when not sure about any aspect of the workplace environment.

A handwritten signature in black ink that reads "DR Lougher".

Dan Lougher
Managing Director
6/07/2020