

Racial Equality Statement



Hague Australia complies with all current non-discriminatory legislation and is an Equal Opportunity Employer. Hague Australia is committed to the elimination of Racial Discrimination and aims to promote equality of opportunity to the best of its ability.

Hague Australia:

- Ensures that all employees will be given a copy of this policy and are expected to comply with the policy. Hague stress that any one in breach of this policy will face appropriate disciplinary action.
- Acknowledges its responsibility to promote equal opportunities and race relations in all areas of work.
- Is an Equal Opportunities Employer in all areas of employment. We are committed to equality in the recruitment, training, and promotion of all staff.
- Seeks to ensure that all Employees, job applicants, customers and suppliers are treated fairly.
- Ensures that all job vacancies are advertised using methods that do not unfairly restrict or discriminate against applicants.
- Ensures that interviews of applicants will only assess the capabilities of the candidate based on the requirements and specifications of the vacant position.
- States that victimisation and harassment by any member of staff is not acceptable and will be dealt with accordingly.
- Will guarantee to act against acts which breach this policy, and that disciplinary action will be taken to address any acts of unlawful discrimination by any member of staff, regardless of seniority, should it occur.
- Recognises that this policy needs to be kept under regular review to promote Equality of Opportunity to the best of its ability.
- Will ensure that recruitment, training, and promotion will be monitored to make sure that all Employees can train and develop according to their abilities.
- A whole of organisation approach with senior level commitment and involvement.
- A focus on developing and leveraging employment opportunities in those areas where we have proven employment capabilities, such as our recognised Apprenticeship Program.
- Growing Indigenous cultural awareness and understanding across the organisation.

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- Reviewing all employment and recruitment processes to ensure they do not disadvantage Indigenous candidates.
- Establishing key partnerships with other experienced organisations and institutions to increase the Indigenous employment opportunities available.
- Develop a partnership with a suitable Indigenous education organisation aligned to our youth participation and employment focus.
- Adopt a governance structure which holds us accountable for our IPP commitments.
- Identify opportunities for our business to partner with Indigenous enterprises, especially those within our supply chain.
- Revise recruitment processes and practices to improve Indigenous recruitment and career progression.

We will continue to strive for an inclusive and diverse workforce where employees always treat each other with dignity and consideration, respecting their cultural values and traditions.

A handwritten signature in black ink, appearing to read "M. Wheble", is positioned above the printed name.

Mike Wheble
Managing Director
Hague Australia