



ANC-IMS-POL-006 Anti-Discrimination and Equal Employment Opportunity Policy

Policy Statement

ANC Cranes is committed to enhancing employment equal opportunities, cultural inclusion, and a safe, secure work environment that is free from harassment and discrimination. This commitment includes compliance with all relevant anti-discrimination laws and a dedication to the continual improvement of our services and processes. We strive to ensure a workplace free from discrimination, harassment, vilification, and victimisation.

ANC Cranes is dedicated to treating all employees, clients, and service providers with fairness, respect, and dignity.

Scope

This policy applies across all processes and services. It applies to all permanent, casual, contract, and labour hire workers, as well as subcontractors and suppliers operating under ANC Cranes on job sites or within administration.

Policy Implementation

To uphold our commitment to equal employment opportunities, inclusion, and a safe workplace, ANC Cranes will:

- Provide the necessary resources for the implementation of this policy.
- Clearly define roles, responsibilities, and accountabilities across the business to ensure effective governance.
- Provide a workplace that is free from all forms of discrimination, harassment, intimidation, vilification, bullying, and actively manage psychosocial risks.
- Regularly review our work health and safety management system and business operations, including recruitment processes, to identify and implement opportunities for improvement.
- Ensure every individual has a fair and equitable opportunity to compete for appointment, promotion, or transfer, and to pursue their career as effectively as others.
- Make all decisions related to recruitment, promotion, and career development based solely on individual merit and competence.
- Ensure all workers are trained to identify and report inappropriate behaviour, and promote a respectful culture across all worksites, including temporary and mobile job locations.
- Take initiatives that support the inclusion and advancement of underrepresented and diverse groups within our workforce and broader community.
- Preferentially engage suppliers and contractors who demonstrate a commitment to equal employment opportunity.
- Provide accessible and appropriate grievance reporting mechanisms, as well as a confidential EAP for all employees.
- Expect all workers to always treat others with respect and dignity.

Craig Davies

Director

ANC Cranes

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