

EQUAL OPPORTUNITY POLICY

“The management of The SCC Group (SCC) recognises that it has a legal responsibility under the relevant Equal Opportunity Act and Regulations in each State and Territory in preventing discrimination happening in our workplace. We place high priority in eliminating any discrimination or harassment when employing new staff or staff currently employed by SCC. We understand that everybody has a right to be treated fairly regardless of irrelevant personal characteristics. All workers are made aware of their responsibilities as employees before commencing work and that Equal Opportunity has a high priority as a part of our management system.”

The SCC Group is committed to ensuring all staff, clients, contractors and visitors are provided with an environment free from all forms of unlawful discrimination, harassment, vilification and victimisation.

This will be achieved by:

- Requiring all workers including contractors and visitors to ensure their conduct complies with the equity principles outlined in this policy;
- Providing an inclusive and flexible environment for workers by identifying and removing any systemic barriers to equitable access and participation;
- Using non-discriminatory, inclusive language and practices;
- Developing and promoting processes that support the implementation, monitoring, reporting and management of equal opportunity; and
- Providing effective mechanisms to resolve complaints of unlawful discrimination, harassment, vilification and victimisation.

Workers in breach of this policy and related procedures made under this policy will face disciplinary action which may include termination of employment. It should be noted that individuals in violation of this policy may also breach laws in the jurisdiction and lead to criminal or civil legal proceedings for which remedies or penalties may be personally liable.

“All employment decisions made by The SCC Group are based on business needs, job requirements and individual skills or qualifications, without regard to race, colour, religion or belief, national, social or ethnic origin, gender (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital or domestic partnership status, trade union status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations. SCC will not tolerate discrimination or harassment based on any of these characteristics. ”



Brandon Petty – Group CEO
23rd March 2025

