

General Policy

PIA is committed to providing equal employment opportunity (EEO) to all qualified applicants and employees in line with EEO principles and relevant anti-discrimination legislation.

Equal opportunity means that every person can participate freely and equally in areas of public life such as in the workplace, in education, or in accessing goods and services. Discrimination is treating, or proposing to treat, someone unfavourably or bullying them because of a personal characteristic protected by law.

PIA aims to make reasonable accommodations for persons with disabilities who can perform the essential functions of the position for which they are qualified and selected to assist them in their roles.

The objective of PIA's EEO Policy is to enrich the business and improve success by:

- attracting and retaining the best possible employees;
- providing a safe, respectful and flexible work environment; and
- delivering our products and services in a safe, respectful and flexible way.

Equal Employment Opportunity Procedure

PIA aims to base all recruitment, selection and promotion decisions on the best qualified and experienced candidate who can perform the occupational needs of the position. PIA aims to provide equal opportunity in employment to all people without discrimination or harassment based on a personal characteristic protected under the EEO legislation.

PIA's objective of providing fair and equitable treatment for all employees is evident through every aspect of the employment relationship including recruitment, selection, access to facilities and service, performance management, training, remuneration, promotion and termination.

If any individual has concerns in relation to this policy, this should be raised with an appropriate manager in the first instance and managed in line with PIA's Grievance Procedure.

Version Control

Authorising Entity:	Board
----------------------------	-------

Version	Author	Revision Notes	Date Approved
1	Spinach Ventures		26 August 2022 – in force 19 June 2023