

## Equal Opportunity and Employment Policy

Synergex Project Services Pty Ltd (The Company) has developed the following policy to promote a fair, inclusive, and respectful workplace. This policy outlines the principles, responsibilities, and commitments that support equal opportunity and fair treatment for all employees, subcontractors engaged by Synergex Project Services.

The aim and necessity of ensuring equal opportunity and fair employment practices are embedded in the direction of the Company which recognises that diversity, inclusion, and merit-based decision-making underpin strong, sustainable business outcomes and a workplace free from discrimination, harassment, and unfair treatment.

Synergex Project Services has an integrated management which includes:

1. **Compliance Obligations**

Operating practices which adopt and promote compliance with applicable Australian employment, industrial relations, and anti-discrimination legislation, ensuring all employment decisions are based on merit, capability, and lawful business requirements.

2. **Fair Employment Practices**

A commitment to fair, transparent, and unbiased recruitment, selection, remuneration, promotion, training, and termination processes, with reasonable adjustments provided where practicable to support workplace inclusion.

3. **Workplace Behaviour**

A commitment to maintaining a workplace free from discrimination, harassment, bullying, sexual harassment, vilification, and victimisation, ensuring all workers are treated with dignity, respect, and professionalism.

4. **Communication**

A commitment to communicate this policy to employees, subcontractors, clients, and other stakeholders through internal meetings, induction processes, correspondence, and Company systems.

5. **Leadership and Accountability**

A commitment to providing strong leadership and accountability in promoting equal opportunity, with managers and supervisors responsible for applying this policy consistently and fairly.

6. **Reporting and Fair Treatment**

A commitment to ensuring concerns or complaints relating to discrimination or unfair treatment are managed confidentially, fairly, and without victimisation, in accordance with Company procedures.

This policy applies to all services within the defined scope of the Synergex Integrated Management System.

Authorised by



Gary Wicks  
Managing Director  
Synergex Project Services