

Equal Employment Opportunity Policy

Purpose

At MSS our vision is: *“To make sustainable development possible by delivering innovative environmentally focussed solutions”.*

To achieve our vision, MSS is an equal opportunity employer committed to ensuring all employees are treated fairly and with dignity.

Scope

This Policy applies to all MSS Team Members.

Policy

MSS is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind.

MSS is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment.

All employment decisions at MSS are based on business needs, job requirements, individual qualifications, and merit without regard to:

- Race;
- Color;
- religion or belief;
- social or ethnic origin;
- sex (including pregnancy);
- age;
- physical, mental or sensory disability;
- HIV Status;
- sexual orientation;
- gender identity and/or expression;
- marital, civil union or domestic partnership status;
- past or present military service;
- family medical history or genetic information;
- family or parental status;
- other status protected by the laws or regulations.

MSS will not tolerate discrimination or harassment based on any of these characteristics. MSS encourages applicants of all ages.

Responsibility

Our Management Team will:

- Provide a workplace free of all forms of discrimination, harassment, intimidation, vilification, or bullying;
- Comply with all relevant legislation, standards, codes of practice and statutes;
- Regularly review our business operations to identify and implement opportunities for improvement;
- Provide every person with a fair and equitable chance to complete for appointment, promotion or transfer and to pursue their career as effectively as others;

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- Ensure every decisions relating to recruitment, promotion or career development is determined based on individual merit and competence;
 - Preferentially work with suppliers and contractors who promote equal employment opportunity;
 - Provide appropriate grievance reporting processes and provide a confidential employee assistance program to all employees.

Our Workers will:

- Treat all persons with respect and dignity;
- Report any conduct which they deem to breach this policy.

Authorisation



Craig McLean
Managing Director

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