



POLICY - Equal Opportunity – Krueger Shopfitters

Krueger Shopfitters is an equal opportunity employer. It is committed to ensuring that factors relating to a person's ability to perform their responsibilities, and to develop in their employment, are paramount in Krueger Shopfitters decisions about an employee's work within the Company. Equal opportunity means ensuring that employment policies and practices are based on, and operate according to, the principle of merit. The Company is therefore committed to ensuring that its employment practices are free from any unlawful discrimination based on:


Race/ethnicity, gender, national origin, marital status, sexual preference/lawful sexual activity, age, disability/impairment, including infectious disease, industrial activity, physical features, pregnancy, family responsibilities, religious beliefs, political conviction.

Krueger Shopfitters Equal Opportunity Policy reflects the spirit and intent of federal and state affirmative action and anti-discrimination legislation in Australia. In particular, Krueger Shopfitters holds the view that people perform more productively in an environment that is free from discrimination.

Policy Guidelines – General

In its responsibility to all staff members, Krueger Shopfitters aims to-

- a. Ensure that there is no discrimination against any staff or subcontractors.
- b. Establish and maintain mechanisms within the Company to deal with complaints concerning discrimination and sexual harassment.
- c. Educate staff or subcontractors on the general goals and philosophy of equal opportunity together with the rationale for policies and practices which are adopted.
- d. Provide staff or subcontractors with information about the Company's condemnation of sexual harassment and provide advice and support for those who have been harassed.
- e. Ensure that all Company policies, procedures and official documentation and publications accord with equal opportunity principles and are amended as necessary to accord with these principles.
- f. Eliminate sexist and other discriminatory language from all Krueger Shopfitters sites and publications and discourage the use of such language in published and unpublished material and in the speech of its staff and subcontractors.

Managing Director	Brett Krueger		
Signed		Date	29/08/2023
Krueger Shopfitters Pty Ltd			