

EEO & ANTI-DISCRIMINATION POLICY

Assess Orr strives to be the leader in heavy lift and industrial equipment supply and service. We therefore promote ourselves as an equal opportunity employer. All employees are treated on their merit, without regard to race, age, sex, marital status or other factor not applicable to their position. Employees are valued according to how well they perform their duties, and their ability and enthusiasm to maintain the company's standards of service.

Our company does not tolerate any form of discrimination. We believe that all employees have the right to work in an environment free of discrimination and harassment.

Under federal and state anti-discrimination laws, discrimination in employment on the following grounds is against the law:

- Sex
- Pregnancy,
- Age,
- Impairment
- Political Belief or Activity,
- Trade Union Activity,
- Lawful Sexual Activity, and
- Marital Status,
- Parental status,
- Race,
- Religion,
- Criminal Record,
- Social Origin,
- Workplace Violence

Assess Orr shall have the CORP-POL-012 (EEO and Anti-Discrimination Policy), communicated to all relevant stakeholders including employees, subcontractors and others working on our behalf,

- Managers and supervisors must ensure that all employees are treated equitably and are not subject to discrimination. They must also ensure that people who make complaints, or witness, are not victimised in any way,
- Any reports or discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially,
- Personnel will not be disadvantaged in their employment conditions or opportunities as a result of lodging a complaint,
- Disciplinary action will be taken against anyone who discriminates against a co-worker,
- Assess Orr is committed to providing an environment which is safe for its employees.
- Periodically reviewing the effectiveness of this policy and communicating it to all relevant personnel



Mark Orr

(Managing Director)

Date 02.07.19