

Equal Employment Opportunity Policy

VDM is an Equal Employment Opportunity Employer and as such we treat every employee on their merits. All VDM Employees have access to all opportunities available in the work place. We adopt a consistent approach to ensuring the application of equal opportunity principles and practices are upheld, in accordance with the principles of natural justice, equality, and relevant legislation, in particular the Equal Employment Opportunity Act 1984.

Our objective is to eliminate discrimination in the workplace against groups or individuals on the basis of sex, marital status or pregnancy, sexual orientation, gender history, family responsibility or family status, race, religious or political conviction, impairment and age.

VDM will not tolerate discrimination in the workplace. Any reports of discriminatory behaviour will be taken seriously and investigated by way of the 'Fair Treatment Process', in a prompt, robust manner. Disciplinary action will be taken against anyone who has been found to discriminate against an individual or group, which may include termination.

VDM will establish and maintain an equal opportunity workplace whereby:

- All people are treated with dignity and respect.
- All people have equal access to jobs, opportunities and careers based on their knowledge, skills and abilities.
- No one is subject to discrimination or harassment.
- All selection is based on merit whereby the best candidate is selected for the job; and
- Diversity is valued.

This policy applies to all VDM Employees, Contractors, Subcontractors, Consultants and visitors and shall be reviewed annually.

Andrew Broad
Managing Director

Friday 24 August 2012