



Power Consulting Pty Ltd
ACN 077 812 170

EQUAL OPPORTUNITY POLICY

1. The ADEA Power Consulting (ADEA) is committed to a policy of equal opportunity in employment.
2. The ADEA affirms its continuing opposition to unfair discrimination in employment on the grounds of age, race, nationality, ethnic origin, qualifications or experience gained outside Australia, sex, pregnancy, marital or family status, political or religious affiliation, physical or intellectual impairment, sexual preference or social or economic circumstances. Such discrimination is inequitable and therefore unacceptable.
3. It is an objective of the ADEA to:
 - 3.1. continue to consolidate and enhance its positions within the context of equal employment opportunity;
 - 3.2. continue to appoint the best available candidate to any vacant position in the ADEA, but reserve the right to make no appointment if no candidate is deemed appropriate;
 - 3.3. enhance the operation of the merit principle by eliminating any present unfair discrimination on the grounds listed in paragraph 2 above, in relation to;
 - the recruitment, selection and advancement of staff
 - employment practices, conditions and benefits (taking into account the requirements of the relevant industrial awards
 - daily routines and organization or work
 - systematic practices which disadvantage by restricting information and access to resources;
 - 3.4. promote equal employment opportunity as an integral part of good management practice.
4. The ADEA regards as inappropriate the use of written or spoken language which make denigrating or irrelevant reference to an individual's race or sex or any other characteristic listed in paragraph 2 above.
5. Sexual harassment, as described in the Sex Discrimination Act 1984, is a form of sexual discrimination, is illegal and formally opposed by the ADEA.
6. The ADEA will continue its efforts to enhance physical access to facilities, for people with disabilities, as resources permit.
7. The ADEA acknowledges that people who have experienced disadvantage in the wider social system may be affected still by the legacy of past injustice and continuing social inequities. ADEA affirms that particular account needs to be taken of their cultural and historical backgrounds when determining measures designed to promote equality of opportunity for these groups, for example, in relation to Aboriginals and Torres Strait Islanders, to people of different national or ethnic origins, and so on. Thus it will ensure that members of such groups are consulted in the development of Equal Employment Opportunity policy and practice at ADEA.
8. The ADEA will review its practices in relation to the employment of part-time staff to ensure that there is no unfair discrimination, particularly with regard to conditions of service.

A handwritten signature in blue ink, appearing to read 'Amir Sahinovic', is written over a light yellow rectangular background.

Amir Sahinovic
Managing Director

Hobart, 4th December 2009.

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