

EQUITY & DIVERSITY STATEMENT

Secure & Innovate Group Pty Ltd is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our clients, suppliers, and for each employee to feel respected and able to give their best.

Secure & Innovate Group Pty Ltd in providing professional services is also committed against unlawful discrimination of clients or suppliers.

The policy's purpose is to:

- a. Provide equality, fairness and respect for all in our employment, whether temporary, part time or full-time.
- b. Develop policies which are compliant with Age Discrimination Act 2004; disability Discrimination Act 1992; Racial Discrimination Act 1975; and Sex Discrimination Act 1984.
- c. Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.

Secure & Innovate Group Pty Ltd commits to:

- a. Encourage equality and diversity in the workplace as they are good practice, aligned with our values and make business sense.
- b. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- c. This commitment includes training staff about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help Secure & Innovate Group Pty Ltd provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination in the course of Secure and Innovate Group Pty Ltd work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal. Make opportunities for training and development when practical to staff,



who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of Secure & Innovate.

Decisions concerning staff being based on merit.

Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

The equity and diversity policy is fully supported by both Secure & Innovate Group Pty Ltd Board and Senior Leadership Team.

Details of the Secure & Innovate Group Pty Ltd's grievance and disciplinary policies and procedures can be found in Secure & Innovate Group Ltd 's information management system.

Satish Ayyalasomayajula
CEO – S&IG
Secure & Innovate Pty Ltd

November 2020

Rao Ayyalasomayajula
Owner and Public Officer
Secure & Innovate Pty Ltd

November 2020

