



AFFIRMATIVE ACTION POLICY

Intention

This policy has been put in place to ensure that all individuals employed within Andrew's Refrigerated Transport are treated fairly, consistently and on the basis of merit, qualifications and competence. This policy is extended to job applicants and those training within the business.

The policy is written in line with relevant discrimination legislation (Federal and State) and various Industry Awards (Federal and State).

Policy Statement

Andrew's Refrigerated Transport is committed to a policy of equal opportunity in employment. Andrew's Refrigerated Transport accepts that it has a responsibility to create an environment free from discrimination, and to ensure that the principle of merit operates unhindered by regard to irrelevant criteria. To this end Andrew's Refrigerated Transport will act to ensure that its structures are free from direct or indirect discrimination on the grounds of sex, marital status or pregnancy, race, age, sexual orientation, gender history, religious or political beliefs, impairment, family responsibilities or family status.

Scope

The policy is to apply to all branches, and other venues owned, controlled or leased by Andrew's Refrigerated Transport, and to all management, staff, contractors and other officers. Instructions:

1. Andrew's Refrigerated Transport will seek to employ, retain, promote, terminate, and otherwise treat any and all employees, subcontractors and job applicants on the basis of merit, qualifications and competence. No decision will be made with regard to any individual's sex, race, religion, national origin, pregnancy, age, marital status or physical handicap.
2. Andrew's Refrigerated Transport has appointed its **Group Human Resource Manager, Spyra** to be responsible for the overall co-ordination of the Affirmative Action Program.
3. In establishing this policy, Andrew's Refrigerated Transport recognises the need to initiate and maintain affirmative measures to ensure the achievement of Equal Employment Opportunity in all aspects of our workplace settings, conditions and decisions. It shall be the responsibility of all employees to abide by and carry out the letter, spirit and intent of Andrew's Refrigerated Transport commitment to Equal Employment Opportunity.
4. It is prohibited for any employee or subcontractor of Andrew's Refrigerated Transport to refuse to hire, train, promote or provide equitable employment conditions, to any employee or applicant, or to discipline or dismiss an employee solely on the basis of any such person's race, national origin, age, sex, marital status, religious beliefs, or physical handicap, except where the doctrine of business necessity or a bona fide occupational qualifications can reasonably be established.
5. Any staff member or subcontractor found in violation of this policy will be subject to disciplinary action, up to and including dismissal.

Andrew Smyrnis
Transport Manager