



# EQUITY AND DIVERSITY POLICY

## Policy Statement

JSK Holdings Pty Ltd does not tolerate harassment, bullying or discrimination and is committed to:

- eliminating all forms of unlawful discrimination and/or harassment within our work environment and work teams
- ensuring equitable treatment in our policies, procedures or practices including employment and customer service
- providing an equitable, diverse, and productive work environment where employees and potential employees are respected, treated fairly, and have equal opportunity to reach their full potential.

## Scope

This policy applies to:

- Workers of JSK Holdings (including permanent, casual, and management)
- Visitors and customers who enter any of JSK Holdings' workplaces.
- Contractors, sub-contractors, and their workers.

## Principles

State and Federal equal opportunity and anti-discrimination legislation make it unlawful to discriminate on the grounds of:

- Race – including colour, ethnicity or national origin or descent.
- Gender identity, sexual orientation, and intersex status.
- Marital status – being single, married, a de facto partner, separated, divorced, or widowed, same sex
- Pregnancy or potential pregnancy.
- Impairment – having a physical, intellectual, or mental disability that is current, past, or imputed.
- Religious conviction – including a lack of conviction.
- Political conviction – including a lack of conviction.
- Age – being regarded as too young or too old.
- Family responsibility – having a carer's role.
- Family status – being a relative of a particular person or having the status of being a particular relative
- Sexual orientation – including heterosexuality, homosexuality, lesbianism, bisexuality or assumed sexual orientation.
- Sexual harassment – including unwelcome requests for sexual favour, touching and comments about a person's private relationships.
- Racial harassment – including offensive or insulting comments or other behaviour about a person's colour, background, or origin

**Daljeet Singh**  
Director