

13 Foskew Way
Narngulu
GERALDTON WA 6532

ABN: 38 009 110 794

Ph: +61 08 9923 3669
Fx: +61 08 9923 3286
mail@markmillmanmarine.com
www.markmillmanmarine.com

HOUTMAN CHARTERS PTY LTD
TRADING AS

Mark Millman
MARINE

WE DON'T BUILD THE MOST
WE BUILD THE BEST



EQUAL OPPORTUNITY POLICY

Mark Millman Marine values its employees and believes in conducting business ensuring fair, equitable and non-discriminatory employment and operational practices. It is Mark Millman Marine's aim to provide a workplace that maximises the talent, potential and contribution of all employees and ensures equal opportunity for all.

Definition

Equal opportunity in employment means that employees are judged on their ability to do the job based on merit rather than assumptions about them based on different characteristics. Mark Millman Marine will take reasonable steps to prevent discrimination in the workplace on grounds including (but not limited to) the following:

- gender
- race
- marital status
- pregnancy
- family responsibility
- sexual preference
- age
- physical, intellectual or psychological impairment
- religious beliefs and activities and
- political beliefs and activities.

Application

Employees are required to treat each other with fairness, equity and respect so that the working environment is free from discrimination and harassment. Mark Millman Marine has the responsibility to ensure that the principles of equal opportunity are practised and reflected in its policies and procedures.

Complaints Procedure

If you believe you have been discriminated against or harassed, and you wish to lodge a complaint or feel you would like to talk to someone about it, you should contact Mark Millman or Ben Purves. Please be assured that any employee lodging a complaint will not be victimised. All discussions with Mark Millman or Ben Purves and complaints lodged will be treated as sensitive and highly confidential. Mark Millman Marine ensures that all complaints will be investigated.

Mark Millman
Chief Executive

Date: 21/08/2012