

Equal Opportunities Policy

PURPOSE

One of Complex Property Group's core values is to act with integrity, honesty and to treat everyone equally and with respect.

This Policy sets out Complex Property Group's commitment to providing a workplace that is free from harassment, discrimination, hostility and allows all employees to have equal access to workplace opportunities.

POLICY

Complex Property Group will not tolerate any form of discrimination, harassment or workplace bullying and thus any distinction, inclusion, exclusion or preference made on unlawful grounds, which results in inequality of opportunity in employment is not accepted under any circumstances and will be treated as a violation of this Equal Opportunities Policy.

In simple terms, Complex Property Group and its employees must not, directly or indirectly:

- Treat any person less favorably than any other because of a personal characteristic; or
- Engage in any practice or adopt any policy to the detriment of a particular group of people because of a characteristic of that group; or
- Behave in any manner, including in a sexual nature, that is not wanted and not asked for and that is offensive from the view of the person harassed, regardless of the intent of the offender; or
- Provoke hatred, ridicule or contempt for a person or group of people; or
- Bully and/or intimidate; or
- Victimise a person because he or she has complained, or intends to complain, about one of the above conducts.

It is company policy that any form of the above violations will be investigated and appropriate penalties handed to employees who are found to have harassed or discriminated against another person. Significant instances of harassment or discrimination may constitute serious misconduct and lead to dismissal.

Complex Property Group staff should be aware that this policy may relate to behaviour outside of the office premises such as at a workplace function or while visiting a client's workplace.

Complex Property Group encourage staff collaboration and promote the disclosure to and participation of the Equal Opportunity Commission of Victoria, the Human Rights and Equal Opportunity Commission, a trade union or an external solicitor at any time where management is deemed to either not assist or be seen as assisting in any case of bullying or discrimination.



Domenic Bergamin
General Manager
Complex Property Group
1 June, 2015.