



Equal Opportunity Policy

Application of Policy

ASP Ship Management Group (ASP) recognises that everybody in the workplace has the right to be treated with respect and dignity. ASP expressly prohibits discrimination at work. It is unacceptable and unlawful and may expose the perpetrator and ASP to liability. Every employee has a responsibility to ensure the workplace is free from discrimination.

This Policy applies to all employees of ASP. Disciplinary action including termination of employment may be taken against anyone found to have engaged in discrimination or who has otherwise breached this Policy. This Policy applies in conjunction with ASP's Discrimination Procedure which is available in our Integrated Management System.

What is Discrimination?

It is unlawful and in breach of this Policy to discriminate against anyone in employment or in providing goods and services on the basis of any of the following attributes: Age; Breastfeeding; Employment activity; Gender identity; Physical or mental disability (including illness); Industrial activity; Lawful sexual activity; Marital status; Parental status or status as a carer; Physical features; Political belief or activity; Pregnancy; Race; Religious belief or activity; Sex; Sexual orientation; Irrelevant criminal record; or Personal association (as a relative or otherwise) with a person who is identified by any of the above attributes.

Discrimination can be direct or indirect. Direct discrimination occurs if a person treats or proposes to treat someone with an attribute less favourably because of that attribute. Examples of direct discrimination include making negative comments about a colleague's race or excluding or isolating an employee due to their religion. Further examples are set out in ASP's Discrimination Procedure. Indirect discrimination occurs if a person imposes or proposes to impose a requirement, condition or practice that: has or is likely to have the effect of disadvantaging persons with an attribute; and is not reasonable.

Victimisation and malicious complaints

A person must not victimise another person for making a complaint or being involved in a complaint (e.g. as a witness) of discrimination. A person must not make a complaint of discrimination against another person that is malicious, vexatious or knowingly false. Any person who does so may be subject to disciplinary action including termination of employment.

What can you do if you experience Discrimination?

If you feel that you have been discriminated against, you should not ignore it. Discrimination may occur from another employee, representative of ASP, other workplace participants, or clients. You are not expected to put up with discrimination from any person. If you feel that you have been discriminated against, please refer to ASP's Discrimination Procedure as to the applicable complaints process and the Contact Officer. You will not be subject to any detriment as a result of making a good faith complaint of discrimination.


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