



EQUAL EMPLOYMENT OPPORTUNITY (EEO), ANTI-DISCRIMINATION AND HARASSMENT POLICY

Profluid Pty Ltd is an Equal Opportunity Employer (EEO) committed to providing a workplace free from discrimination, harassment, and bullying, and upholding relevant statutory laws.

Profluid Pty Ltd will not tolerate any form of discrimination, harassment, sexism, racism, ageism or bullying in the workplace, at work-related functions, whilst travelling for company business, in work-related accommodation or anywhere where there is a connection with the business.

We value cultural diversity and recognize the significance of the many differences in backgrounds, cultures, and demographic characteristics of all personnel, including their family responsibilities. It is integral to the business to foster a fair and equitable working environment whereby all personnel are treated with dignity and respect.

As a responsible community member, Profluid Pty Ltd recruit people from all backgrounds. We believe that our employees from many different cultural, linguistic, and national backgrounds provide us with valuable knowledge to penetrate and relate to our customers both in the local and the international market.

Profluid Pty Ltd is committed to:

- Creating a workplace that promotes equal opportunity.
- Maintaining a workplace where all employees, potential employees and contractors are able to perform their duties free from all forms of discrimination, harassment and bullying.
- Ensuring employment practices, recruitment, selection, and promotion procedures and based on the individual merit of applicants and the inherent requirements of the job.
- Seeking out and retaining the finest human talent to ensure top business growth and performance.
- Providing relevant training and awareness programs for all employees.

Our Responsibilities:

All managers, supervisors, employees, and contractors are responsible for ensuring that they:

- Maintain a high level of professional conduct.
- Treat others with dignity, courtesy, and respect.
- Respect the rights of their colleagues.
- Promote and encourage the achievement of equal opportunity.
- Comply with this Policy, relevant laws, and company standards and processes.
- Participate and assist in resolving any complaints.

Any employee or contractor who believes he or she has experienced a breach of this Policy is encouraged to make a complaint in accordance with this Policy.

Severe or repeated breaches to this policy can lead to formal discipline up to and including dismissal.

Our Policy will be made available to any interested party via our website at: <https://profluid.com.au/>

APPROVED: 27 June 2023

REVISION No.: 1

REVIEWED: 16 November 2023


Jerome Monteiro
Managing Director