

## MULTICULTURAL EMPLOYMENT POLICY

### Aim

To create an inclusive and harmonious business/working environment where all its members are treated equitably and fairly and are able to reach their full potential with dignity and respect regardless of ethnicity.

Ezi-Hose is committed to equal employment opportunity as part of its obligation to provide equity and social justice within the workplace. Equal employment opportunity means that merit and equity will form the basis of all decisions that affect the staff and contractors employed by Ezi-Hose

To provide equal employment opportunity, Ezi-Hose undertakes to:

Promote and support equal employment opportunity in all its activities.

Eliminate discrimination on the grounds of:

- race, colour, nationality or ethnic origin
- sex or gender, sexual preference, marital or parental status, or pregnancy
- religious or political belief or activity, or industrial activity
- age
- disability

Create an environment characterised by respect where employees and contractors are able to work free from discrimination or harassment.

Use non-discriminatory, inclusive language in all official documents.

Ensure the application of the merit principle in recruitment, selection, reclassification and promotion.

Provide equitable career development activities for all employees and contractors.

Ensure equitable access to decision-making and resources.

Ensure the accountability of managers for the implementation of Ezi-Hose's equal employment opportunity policies, practices and programs.

- On all occasions Ezi-Hose will abide by The Equal Opportunity Act, and will make every effort to successfully employ personnel from all multicultural backgrounds.