



DOCUMENT CONTROL					
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Document Name	Equality & Diversity Policy	Reviewed By	GF/DK/PK		
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Guardian is committed to equal employment opportunity, and eliminating all forms of discrimination based on gender- inclusive of personal orientation, ethnic origin, language, religion or physical ability.

Guardian recognises the right of all stakeholders to work in an environment free from harassment, bullying and unlawful discrimination.

Harassment is defined as behaviour that is directed at an individual or group of individuals or crew members and which is:

- Offensive.
- Belittling.
- Humiliating.
- Intimidating or threatening.
- Unwelcome and unsolicited.
- Of the type that is usually unreciprocated.

Guardian intends to prevent discrimination and harassment through:

- Fostering positive and informed attitudes and behaviour.
- Promoting acceptance of cultural differences in a working environment.
- Ensuring senior management accountability of for the implementation of these principles.

Guardian intends to eliminate harassment, bullying and unlawful discrimination through:

- Educating employees regarding acceptable behaviour in the workplace.
- Promptly, effectively and confidentially addressing of received complaints.
- Actively encouraging appropriate behaviour by those in positions of authority.
- Providing appropriate and effective processes, structures and resources to prevent and address issues of harassment and / or discrimination.

Failure to comply with the requirements of this policy may result in disciplinary action.

Grant Farris

Executive Director
Guardian Offshore AU
Guardian Geomatics

Darren Kolln

Managing Director
Guardian Offshore AU

Paul Kennedy

Managing Director
Guardian Geomatics