

## Diversity Policy

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Cleandustrial Services Pty Ltd is committed to being an inclusive workplace that values and promotes diversity. In this policy, diversity is defined as the variety of differences between people in an organisation including but not limited to differences in ethnicity, cultural background, age, physical abilities and disabilities, religious beliefs, gender identity, sexual orientation, and family responsibilities.

Cleandustrial Services is an Equal Opportunity employer which recognises that the talent pool of skills, contribution and knowledge encompasses the entire workforce. It is the company's goal to develop a culture of diversity and inclusion by recruiting, training, promoting and retaining people from all cultures and minority groups. The company is therefore committed to ensuring that all employees, from whichever background, are given an equal opportunity to work to their full potential.

The company recognises that it is unlawful to unfairly treat people on the basis of their age, sex, chosen gender, race, disability, pregnancy or association with child, caring responsibilities, identity of spouse, religion or religious appearance or dress, political opinion, marital or domestic partnership status, social origin, irrelevant criminal record or trade union activity. This premise underpins Cleandustrial's processes around recruitment, training, and performance management.

Cleandustrial Services is committed to being an accessible workplace and an inclusive working environment in meeting with obligations under the *Disability Discrimination Act (1992)*. In developing and maintaining Safe Work Instructions, Cleandustrial is constantly reviewing the inherent requirements of the job to ensure that those with a disability have every opportunity to be a successful part of the team.

In addition, Cleandustrial recognises that unique contributions can be made by employees with different backgrounds, abilities and experiences, and that these contributions can provide a competitive advantage to the company. A diverse workforce brings a wider range of perspectives, and therefore a greater ability to identify problems and find solutions. Operating in a diverse community, it is Cleandustrial's firm belief that a diverse workforce will be most able to understand the needs of the community, including our clients, and therefore more able to provide quality services.

Cleandustrial Services is uncompromisingly dedicated to educating and informing staff at every level of the organisation, not only of their rights and responsibilities according to the *Equal Opportunity Act 1984*, and the *Disability Discrimination Act (1992)* but also of the benefits to be gained from a diverse workforce.

This policy is supported by Cleandustrial's Code of Conduct and policies for Harassment & Bullying, and the company is committed to continuously evaluate and improve management strategies that accommodate and promote the differences within the workforce.



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General Manager

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