

EQUAL OPPORTUNITY POLICY

We are an Equal Opportunity Employer. All staff members have an obligation under both state and federal law to treat one another fairly and with respect.

- Equal Opportunity at HydroChem means treating other people fairly and with respect. Valuing the diversity of cultures and life experience present within our Company, and drawing on these differences as strength.
- Management condemns all forms of discrimination and harassment of any staff member by another and will make every attempt to resolve such issues via mediation.
- Any staff member who feels that they have been discriminated against or harassed on any grounds, should feel comfortable to voice their concerns with the facilitator of disputes, or with management. All such reports will be dealt with seriously and in confidence, no action will be taken by the Company without the employee's agreement.
- While any employee has the right to make an inquiry of, or a complaint to, the Equal Opportunity Commission of Victoria, the Company encourages employees to use our internal processes first.



Nicholas Duncan
General Manager