**Anti-Discrimination Policy**

# Policy Statement

# Blu by Adcorp does not condone discrimination and it will not be tolerated under any circumstances. We believe that all employees (on-hire and internal), contractors and volunteers have a right to work in an environment free of discrimination and that we behave in ways that promote a workplace free from harassment and discrimination.

# Blu by Adcorp’s Position

Blu by Adcorp strongly values the unique strengths and experiences that everyone brings to the workplace. Embracing diversity in our workplace is integral to the foundation of our success, Customer Service Excellence.

Discrimination is defined as treating a person less favourably than another person or group because of their race, colour, national origin, sex, disability, religion, or some other attribute or characteristic as specified under anti-discrimination or human rights legislation.

Under federal and state legislation, not limited to the Anti-Discrimination Act, Equal Employment Opportunity Act, Sex Discrimination Act, Racial Discrimination Act & Disability Discrimination Act, discrimination in employment on the following grounds is unlawful:

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| --- | --- |
| * Age * Disability or Impairment * Physical features * Lawful sexual activity * Marital status * Parental status * Political belief and activity * Pregnancy and potential pregnancies | * Race * Religion * Sex * Social Origin * Breastfeeding * Gender Identity * Trade union activity * Criminal Records |

It is the responsibility of all employees, contractors and volunteers to ensure:

* They are familiar with this Policy and do not engage in any behaviours contrary to this Policy
* They do not any way encourage or condone others to breach this Policy
* They take appropriate action to resolve or report any instance of discrimination.

Instances of discrimination must be reported to a member of the Senior Management Team. On-hire employees can alternatively report instances of discrimination to their Account Manager. Any reports of discriminatory behaviour will be treated seriously and investigated promptly, confidentially and impartially.

The potential consequences of breaching this Policy may include the following disciplinary action:

* Warning issued (verbal or written)
* Termination of employment
* Ending of contract (for contractors or representatives of contractors)

If you have any queries regarding the interpretation of this Policy, please contact a member of the Senior Management Team.

Approved by

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**Zebulun Riddell**

Managing Director

June 2025