

Equal Opportunity Employment Policy

Policy Statement

Blu by Adcorp is committed to equality in the workplace. We recognise that Equal Employment Opportunity (EEO) is integral to a strong and positive working environment where all employees, whether on-hire or internal staff can expect fair treatment, freedom from discrimination, and support to succeed.

Blu by Adcorp's Position

All employment decisions regarding recruitment, selection, training, development, and promotion are based on merit, demonstrated skills, qualifications, and ability to perform the role. We provide equal access to all employment-related opportunities and support.

Core Commitments

- Merit-based decisions. All employment decisions are based solely on job-related criteria, not on protected attributes.
- Freedom from discrimination. Workplaces free of discrimination on the grounds of age, disability or impairment, physical features, marital status, parental status, political beliefs, pregnancy and breastfeeding, race, religion, sex, social origin, gender identity, trade union association, or criminal record. Breaches of the Anti-Discrimination Policy (PO-004) will result in disciplinary action.
- Freedom from harassment. Workplaces free of harassment based on any of the above attributes, as well as sexual harassment. Breaches of the Workplace Bullying Policy (PO-005) and Sexual Harassment Policy (PO-059) will result in disciplinary action.
- Freedom of association. Workers are free to form, join, or refrain from joining work-related organisations and participate in collective bargaining without discrimination, victimisation, or harassment.
- Reasonable accommodations. We will provide reasonable adjustments and accommodations to enable employees to perform their duties, including disability access, flexible work arrangements for caregiving or religious observance, and pregnancy-related support.

Reporting and Investigation

All reports of discrimination or harassment will be handled promptly and confidentially:

On-hire employees: Report to your Account Manager

Internal staff: Report to a member of the Senior Management Team

All reports will be investigated confidentially within 10 business days. Information will be kept confidential except where disclosure is required by law or necessary to prevent harm.

Protection from Reprisal

Employees who report discrimination or harassment in good faith will not be subjected to reprisal, victimisation, or adverse action. Any reprisal will be treated as a serious disciplinary matter.

Approved by



Zebulun Riddell

Managing Director

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