



Equal Opportunity

Resource Development Group Limited (RDG), and its subsidiaries, are committed to providing a safe, healthy and positive work environment for all our people.

RDG's goal is to ensure our people are not discriminated against on the grounds of race, colour, religion, age, gender, sexual orientation, family responsibility, pregnancy, national origin or physical/mental impairment.

To achieve this goal, RDG will strive to;

- ✓ Comply with all Federal and State Legislation referring to Equal Opportunity and anti-discrimination;
- ✓ Recruit, hire, train and promote persons without regards to race, colour, religion, age, gender, sexual orientation, family responsibility, pregnancy, national origin or physical/mental impairment;
- ✓ Ensure that no person be denied promotion, benefits, or anything related to employment based on the (actual or perceived) characteristics listed above;
- ✓ Provide a confidential means of reporting any instances where a person believes they have been discriminated against, or harassed on the grounds of race, colour, religion, age, gender, sexual orientation, marital status, national origin or physical/mental impairment;
- ✓ Administer appropriate disciplinary action in the event of proven cases of harassment or discrimination;

- ✓ Provide the necessary support and resources to all people that have been subjected to proven cases of harassment or discrimination; and
- ✓ Report to the relevant authorities any criminal acts involving serious cases of discrimination or assault.

RDG will regularly review statistical data to identify any diversity gaps and develop strategies ensure diversity across all aspects of the business.

RDG will periodically review this policy to ensure that our business continues to provide a workplace where people are treated equally.

Andrew Ellison
Chairman