

## Equal Opportunity Policy



Oil & Gas Solutions Pty Ltd believes Equal Opportunity can deliver advantages to our business and workplace. Treating people fairly has a positive impact on staff and clients and enhances our reputation as an employer of choice. Equal Opportunity principles are in line with our aim to get the best from our people and give them the greatest opportunity to do their work well. All employees, full time, part time, contract and casual working on our premises, and our clients are covered by Equal Opportunity Law.

Oil & Gas Solutions Pty Ltd assures to provide equal opportunity to all persons without discrimination of any sort. Oil & Gas Solutions Pty Ltd does not condone inappropriate distinctions based on race, colour, ethnicity, nationality and descent, sex, pregnancy, marital status, age, sexual orientation, gender history, family responsibility, family status, political conviction, religious belief, disability or medical condition (not affecting work performance), and any other factor protected by law. This policy extends into all areas of employment, including but not limited to recruitment, hiring, promotions, demotions, transfers, compensation and training.

Oil & Gas Solutions Pty Ltd aims to establish and maintain mechanisms to ensure that there is no discrimination and to deal with complaints concerning discrimination and sexual harassment as well as to ensure that all company policies and procedures are amended as necessary to accord with these principles.

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Jason Antunovich  
Chief Executive Officer