

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Statement of Commitment

The management of Hudson have a firm commitment to Equal Employment Opportunity principles and will ensure that no discriminatory policies or practices exist in any aspect of employment or services.

The company recognises that it has a major role in educating its employees, clients, contractors and temporaries about the principles and benefits of equal employment opportunity strategies through its work in the human resources field.

The Law

Hudson supports and complies with all laws, rules and regulations regarding Equal Employment Opportunity including:

In Australia

- Human Rights and Equal Opportunity Commission Act 1986 (Federal)
- Racial Discrimination Act 1975 (Federal)
- Sex Discrimination Act 1984 (Federal)
- Disability Discrimination Act 1992 (Federal)
- Anti-Discrimination Act 1977 (NSW)
- Equal Opportunity Act 1995 (Victoria)
- Anti-Discrimination Act 1991 (Qld)
- Equal Opportunity Act 1984 (SA)
- Equal Opportunity Act 1988 (WA)
- Discrimination Act 1991 (ACT)
- Anti-Discrimination Act 1992 (Northern Territory)

In New Zealand

- Human Rights Act 1993
- Employment Relations Act 2000

Hudson will endeavour to fulfil its legal obligations by undertaking the following actions:

Employment

The organisation's recruitment and selection processes aim to ensure that selection reflects open competition (equitably on merit) and equal employment opportunity. Merit is assessed on the basis of the applicant's abilities, aptitude, skills, qualifications, knowledge, experience, characteristics and personal qualities relevant to carrying out the duties in question.

Advertising, selection, training, performance appraisal, terms and conditions of employment, remuneration and any other aspect of employment are free from favouritism and discrimination. This includes ensuring that employees are not subjected to harassment through verbal or physical behaviour based on any unlawful ground such as race, religion, or gender which has the effect of demeaning, offending, humiliating or intimidating them.

Through ongoing education, Management will ensure all employees are aware that discrimination and/or harassment, including sexual harassment will not be tolerated and, after investigation, could result in termination.

Provision of Services

We commit to serving clients and candidates in a non-discriminatory manner.

The management of Hudson acknowledges that an Equal Employment Opportunity Policy is strengthened by an understanding and supportive workforce. Consequently, all employees (existing and new) will be made aware that Hudson has an Equal Employment Opportunity Policy and a Discrimination and Harassment Policy and all employees will have access to these policies.

All employees will be expected to attend training in these policies and to ensure that the guidelines in both policies are adhered to.

Our Consultants apply the exemptions in work and work related areas, where appropriate, as stated in the Acts.

Grievance Procedures

Equal Employment Opportunity issues and grievances can be raised through our grievance procedure, with a member of the management team or with the designated harassment and discrimination contact in each office.