



The Ace Contractors Group of Companies has a legal duty of care to provide and maintain a working environment that is free from any form of discrimination, sexual harassment or bullying.

Ace is committed to the recognition and acceptance of everyone's right to equality of opportunity and preventing discrimination, sexual harassment and bullying.

The manner in which the abuse is received being direct - verbal (face-to-face, over the phone or the spreading of rumours), physical or in writing via offensive graphic material, email, internet chat rooms, instant messaging or through other electronic technologies; or indirect – exclusion from workplace activities, denying access to information or resources, or excessive scrutiny at work is irrelevant.

The degree to which discrimination, sexual harassment or bullying occurs may constitute a criminal offence; Ace will involve the Police or other regulatory authorities in such cases after discussion and consultation with the victim of the abuse.

Ace will not participate or tolerate discrimination on the grounds of race, colour, descent, nationality, ethnic origin, sex, marital status, pregnancy or other forms of discrimination as prescribed in Section 6 of the Equal Opportunity Act 1995.

This policy applies to all employees, contractors, contractor's employees, subcontractors, visitors and any other person engaged by Ace.

Ace will:

- Comply with all relevant legislation;
- Ensure persons engaged by Ace do not discriminate, bully or sexually harass other employees, clients, contractors, suppliers or visitors while performing their jobs;
- Ensure employees treat each other fairly and with respect;
- Ensure employment related decisions, including recruitment, promotion, training and development, compensation and termination of employment, are based only on merit and business considerations;
- Take action on all occurrences reported;
- Recognise and respect the social and cultural backgrounds of all staff and customers

Any complaint will be dealt with seriously and sympathetically; confidentiality will be respected at all times.

Ace encourages all employees to report any breach of this policy to the Compliance Manager to ensure that the rights of the individual are protected and that other employees are not subjected to the same treatment.

6th May 2010

Warren Higgs

Chief Executive Officer

ACE ACE CONTRACTORS GROUP PTY LTD

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