



**EASTERN  
GURUMA**

## Equal Opportunity Policy

Eastern Guruma is an organisation that provides equal opportunity for all employees.

In practice this means that Eastern Guruma:

- will not tolerate harassment, discrimination or a disadvantage to a person as a result of their age, sex, race, religious belief, marital status, impairment, family responsibility or pregnancy
- expects that each of its employees will demonstrate courtesy and respect to each other in and out of the workplace and work towards the establishment of harmonious and positive work environments
- will provide leadership and communication processes that are based on trust, honesty, fairness and equity
- will use selection criteria for each position that will enable applicants to be fairly assessed on their individual attributes, skills and experience
- will use disciplinary actions to address any form of discrimination or harassment that is practiced by an employee.

Ron Villaflor

**Chief Executive Officer**