

# C R A G G Y R A N G E

VINEYARDS LTD

Policy Name:	Equal Employment Opportunities Policy	Department:	Human Resources		
Policy Owner:	Human Resources Manager	Approved By:	Chief Executive Officer		
Creation Date:	January 2014	Review Date:	June 2016	Version Number:	4

## 1. Purpose

1.1. The purpose of this Policy is to state Craggy Range's commitment to the principle of equal employment opportunities and eliminating barriers that cause or perpetuate inequality in employment.

## 2. Scope

2.1 This policy applies to all employees of Craggy Range.

## 3. Definitions

None

## 4. Policy

4.1 Craggy Range is committed to upholding its responsibilities as an Equal Opportunities Employer and creating a workplace that attracts, retains and values diverse employees. To achieve the policy objectives Craggy Range will:

- provide equal opportunities for the recruitment, appointment, development and promotion for all current and prospective employees, regardless of sex, marital status, religious belief, colour, race, ethnic or national origin, disability, age or political opinion, employment status, family status or sexual orientation;
- develop and maintain a workplace culture that values and supports diversity;
- ensures that it provides a safe, supportive and healthy environment for all employees that is conducive to performance in the workplace;
- identify and eliminate all aspects of policies and procedures and other institutional barriers that cause or perpetuate inequality in respect of the employment of any person or group of persons;
- not tolerate any form of unfair discrimination in the workplace on any ground including, sex, marital status, religious and ethical belief, colour or race, ethnic or national origins, disability, age, political opinion, employment status, family status, sexual orientation and the presence of health affecting organisms in the body. This includes intentional and unintentional discrimination;
- promote equal employment opportunities as an integral part of the Company policies and procedures; and
- monitor, review and evaluate progress towards achieving equal employment opportunities.

Relevant Legislation:

- Human Rights Act 1993
- Employment Relations Act 2000 (and its amendments)

## 5. Procedure

None