



TERRACOM

Equal Employment Opportunity Policy

TerraCom Limited

ACN : 143 533 537

TerraCom Limited (TC) is committed to Equal Employment Opportunity (EEO) principles. These Principles include :

- Preserving the right of every person to carry out their job in an environment that promotes job satisfaction and maximizes efficiency
- Promoting a working environment that is free of discrimination and harassment
- Ensuring people have the right to be considered for a job for which they are skilled and qualified
- Ensuring recruitment and promotion is based on merit

To ensure this commitment is achieved, TC will :

- Comply with all applicable laws and standards
- Maintain recruitment and promotion procedures that are based on merit and free of discrimination
- Establish work practices that promote job satisfaction and maximize efficiency
- Provide EEO education to employees and contractors
- Provide information in ways that will reach all employees, contractors and visitors
- Uphold the TC Code of Conduct by ensuring all complaints of harassment are considered sympathetically, investigate seriously and resolved promptly
- Ensure that grievant and respondents do not suffer victimization as a result of action taken to resolve grievances