

EQUAL EMPLOYMENT OPPORTUNITY POLICY



J & S Drilling supports the concept of equal opportunity in employment for all people.

It is Company management practice to ensure the right people are selected for every role.

All Managers and Supervisors are responsible for making sure their employees are not discriminated against and that opportunities for promotion are the same for all personnel. Included in this responsibility is that no person is to be subjected to any form of sexual or racial harassment and maintain the rights of freedom of association.

The requirements of the various anti-discrimination Statutes make it unlawful to discriminate on the grounds of race, sex, marital status, religion, physical or intellectual impairment and political or sexual preference.

J & S Drilling supports this Legislation and all appointments and promotions are made solely on the basis of an individual's skills, knowledge and qualifications.

J & S Drilling administers an Equal Employment Opportunity program that includes;

- Recognition of the rights of aboriginal and indigenous people, culture and customs,
- Review and development of personnel policies and practices to ensure they are efficient and do not discriminate,
- Informing employees about equal employment issues,
- Ensuring publications, advertisements and forms do not discriminate.
- Selection based on the required skill sets and adherence to safety, industry, client requirements and the Tenet's of this EEO Policy.

Any employee who believes that they have been subjected to discrimination, bullying and harassment, should first advise their immediate Supervisor, who will investigate the complaint in strict confidence. If this is inappropriate, the matter may be raised with their manager for further investigation.

17 January 2023

A handwritten signature in blue ink that reads 'B Bawdon'.

Brian Bawdon
General Manager