



Equal Employment Opportunity Policy

Equal Employment Opportunity (EEO) refers to the absence of discrimination and harassment in the workplace. It is based on treating people on their merits. EEO policies are intended to ensure that all workplace participants are given equal opportunities without reference to unnecessary and unlawful grounds.

CMI Electrical Products (CMI) has created a high performance workplace where quality products are the key to organisational success. CMI believes that inappropriate workplace behaviour can undermine these goals and have adverse health and safety impacts on all persons in the workplace.

CMI supports the concept of equal opportunity in employment and is committed to complying with both the letter and the spirit of the relevant legislation through non-discriminatory employment and management practices and policies. To ensure CMI is able to meet this commitment, it requires all employees and contractors to treat each other with respect and courtesy in the workplace.

CMI is committed to providing a pleasant working environment which is free of harassment and bullying for all employees, contractors and associates. CMI will encourage good working relationships between employees. Any workplace participant who breaches this policy may be the subject of disciplinary action which may result in termination of employment.

CMI values and respects the diversity of its workforce and believes that diversity creates competitive advantage and maximises the talent, potential and contribution of all employees.

This EEO policy is effective immediately and replaces any previous policy and will apply to all workplace participants which includes employees, casuals, labour hire employees, temps, part-time employees and management. It also applies to contractors performing work for CMI.

This policy applies at the workplace during work hours, during work sponsored events or travel outside the physical workplace. The policy also applies to any conduct between workplace participants outside the workplace over any medium which has a sufficient connection back to the workplace.

Jeff Heslington
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