



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



EQUAL OPPORTUNITY POLICY

GR Engineering Services Limited (GRES) will ensure that all employees work in an environment in which they have equal opportunity to develop their skills to the highest level free from discrimination.

The GRES policy is to employ the best suited personnel for all positions by:

- Maintaining a workplace free from all forms of harassment.
- Maintaining ongoing employee development through training and consultation.
- Complying with anti-discrimination laws.
- Providing a forum in which all employees feel comfortable to discuss issues which may arise.

GRES management will ensure that maintaining sound work practices and behaviours are part of their daily duties.

A handwritten signature in black ink, appearing to read 'Joe Ricciardo', written in a cursive style.

JOE RICCIARDO
MANAGING DIRECTOR

1 July 2011