



Equal Opportunity and Corporate Responsibility Policy

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1.0	14/05/2019	Issued for Use	K. Suessenbach	C. Lacey	W. van der Spuy
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1 Equal Opportunity and Corporate Responsibility Policy

1.1 Equal Opportunity Employer

Odyssey is an equal employment opportunity employer committed to ensuring that all applicants for selection or promotion are not discriminated against on any of the grounds of discrimination contained in equal opportunity laws and consistent with Odyssey's Workplace Behaviour Policy.

1.1.1 Corporate Social Responsibility – Promoting Indigenous Engagement

Odyssey is committed to workplace diversity and to closing gaps on indigenous disadvantage by promoting indigenous engagement.

In support of achieving these goals Odyssey will:

- When recruiting staff, ensure that recruitment and selection decisions are based on the principle of merit, meaning that employees are selected on the basis of whether they have the right skills, qualifications and other talents that are required to do the job and are not based on irrelevant factors such as race, gender or age;
- Ensure that selection criteria for positions recognise life experience in the workplace and the community as a valid alternative to formal qualifications;
- Actively seek to extend and create employment for Aboriginal and Torres Strait Islanders in our workplaces;
- Develop orientation and induction processes that are culturally inclusive and ensure indigenous appointees are supported in the initial phase of employment to maximise the success of indigenous people in employment;
- Provide safe employment practices to enable indigenous employees to meet their cultural and social obligations and ensure that its workplace practices do not discriminate;
- Ensure standards and behaviours are consistent with zero tolerance of racism in accordance with its policy with respect to harassment, discrimination and bullying in the workplace;
- Support indigenous employees to manage their career through identification of goals and access to relevant training and development opportunities;
- Identify areas where indigenous staff are under-represented in general positions and implement measures to achieve equality in those areas;
- Require service providers to meet agreed indigenous participation targets and report on the delivery of indigenous development outcomes; and
- Seek to use service providers with a commitment and demonstrated ability to effectively plan and implement indigenous participation appropriate to the needs of the service provider, the work and the employees.

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1.1.2 Corporate Social Responsibility – Promoting Female, Local and Trainee Engagement

As part of its commitment to workplace diversity Odyssey is committed to maximising female participation, providing opportunities for trainees and engaging employees local to the regional areas we work in.

In support of achieving these goals Odyssey will:

- When recruiting staff, ensure that recruitment and selection decisions are based on the principle of merit, meaning that employees are selected on the basis of whether they have the right skills, qualifications and other talents that are required to do the job and are not based on irrelevant factors such as race, gender or age;
- Ensure that selection criteria for positions recognise life experience in the workplace and the community as a valid alternative to formal qualifications;
- Actively seek to extend and create employment for female, trainee and local employees in our workplaces.



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