

# EEO Anti-Discrimination and Harassment Policy

*Innovative Energy Solutions (IES) is an Equal Opportunity Employer (EEO) committed to providing a workplace free from discrimination, harassment, and bullying, while upholding relevant statutory laws.*

The Management at IES will not tolerate any form of discrimination, harassment or bullying in the workplace, at work-related functions, whilst travelling for company business, in work-related accommodation or anywhere where there is a connection with the business.

We value cultural diversity and recognise the significance of the many differences in backgrounds, cultures, and demographic characteristics of all personnel, including their family responsibilities. It is integral to the business to foster a fair and equitable working environment whereby all personnel are treated with dignity and respect.

The Management at IES are committed to:

- Creating a workplace that promotes equal opportunity in an environment where all individuals are welcome and respected.
- Maintain a workplace where all employees, potential employees and contractors can perform their duties free from all forms of discrimination, harassment, and bullying.
- Ensure employment practices, recruitment, selection, and promotion procedures are based on the individual merit of applicants and the inherent requirements of the job.
- Providing relevant training and awareness programs for all employees.

To achieve our commitment, IES shall ensure all parties involved in our business:

- Maintain a high level of professional conduct.
- Treat others with dignity, courtesy, and respect.
- Respect the rights of their colleagues.
- Promote and encourage the achievement of equal opportunity.
- Comply with this Policy, relevant laws, and company standards and processes.
- Participate and assist in resolving any complaints.

This policy applies to all activities undertaken or controlled by Innovative Energy Solutions.



**Dave Alexander**  
General Manager  
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