

QSafe Solutions recognises the benefits of diversity where people from different backgrounds can bring fresh ideas and perceptions which make the way work is done more efficient products and services more valued.

It is for these reasons that QSafe Solutions is committed to being a diversity leader in our field by:

- Providing a diversity **inclusive** workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives; and
- Incorporating diversity into its business practices through its corporate social responsibility initiatives that aim to improve the quality of life for its workforce, their families, communities and society at large.

Valuing and managing diversity means that QSafe Solutions will:

- Facilitate equal employment opportunities based on relative ability, performance or potential;
- Help to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, Victimisation and vilification;
- Where possible develop flexible work practices to meet the differing needs of our employees;
- Attract and retain a skilled and diverse workforce as an employer of choice;
- Enhance customer service and market reputation through a workforce that respects and reflects the diversity of our customers;
- Make a contribution to the economic, social and educational well-being of the communities it serves; and
- Improve the quality of decision-making, productivity and teamwork.

QSafe Solutions is committed to ensuring that it maintains a Safe and Healthy Work Environment and will not accept any of the following behaviours:

- Harassment e.g. behaviour that is unwelcome and which offends, humiliates or intimidates a person;
- Sexual Harassment any form of unwelcome sexual attention.;
- Victimisation when an employee is treated less favourably for making a complaint or providing information as a witness; and
- Vilification is conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or group of persons on the grounds of race, ethnicity or religious beliefs, HIV or AIDS, transgender or homosexuality.

VICARIOUS LIABILITY is a legal term used to describe when a person or organisation has knowledge or is a witness to discrimination, harassment or workplace bullying and fails to take reasonable action to prevent it from occurring (including reporting). The person and/or the organisation can be held legally responsible and cannot claim not to have known.

This Safety Policy is approved and issued by:



Andrew Gisinger
 Managing Director
 QSafe Solutions
 1 July 2011



WORKPLACE DIVERSITY POLICY	Document No.: WORKDIVPOL 001/11	Revision No.: 1.1
Release Date: 1 July 2011	<i>Uncontrolled if Printed</i>	Print Date: Page 1 of 1