

Diversity and Equal Employment Opportunity Policy

It is the policy of Grand Gulf Energy to maintain a working environment free of all forms of unlawful discrimination. In recognition of the importance of good employee relations, all applicants are extended an equal opportunity to gain employment and all employees are extended an equal opportunity to progress in their field of endeavour.

Equal Employment Opportunity (EEO) and Diversity

We are committed to policies, practices and behaviours that promote diversity and afford equal opportunity to all employees without regard to;

- Gender
- Age
- Ethnicity
- Religious or cultural background
- Marital or family status
- Disability

We aspire to attract a diverse range of people and understand that different employees have different needs. We are committed to providing a workplace that is considerate and supportive of employees including through flexible working arrangements where required.

All employees are required to act in a manner that supports diversity and EEO within the workplace. Employees are encouraged to provide feedback to management regarding any initiatives which could enhance our approach to diversity and EEO. We will not tolerate any form of discrimination and will take appropriate disciplinary action, including the possibility of termination, of any person determined to have engaged in unlawful conduct under this policy.

Complaint Procedure

Any individual, whether an employee or applicant for employment, who believes that he or she has been discriminated against unlawfully, should bring any complaint to the Manager of the relevant department or alternatively, the Board. Complaints may be lodged in writing or in person and those individuals who file complaints will be advised, as is appropriate, regarding any investigation, action, or resolution of the matter.

We will not retaliate nor discriminate against any employee or applicant because they have opposed any unlawful employment practice, reported any incident/s of employment discrimination, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing related to employment practices.

In implementing this Policy, we will seek the support and involvement of our employees, contractors, suppliers, customers, business partners and communities in sharing responsibility to meet our requirements.

We are committed to working with our community and other key stakeholders to achieve positive environmental, social, and economic benefits.