

EQUAL OPPORTUNITY AND DIVERSITY POLICY

CDM Logistics is committed to equal opportunity and diversity and promotes a work environment that is free from discrimination and harassment, and where individuals are treated with fairness, respect, equality and dignity.

CDM Logistics recognises the need for an open and inclusive workplace culture where diversity is valued and the social and cultural backgrounds of all employees are respected.

CDM Logistics is committed to achieving the objectives of Part IX of the Equal Opportunity Act 1984 (EO Act) which are:

- To eliminate and ensure the absence of discrimination in employment on all of the grounds listed under the Act i.e. sex, marital status, pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or breastfeeding.
- To eliminate and ensure the absence of sexual and racial harassment in employment
- To promote equal employment opportunity for all persons.

Our organisation is committed to moral and legal obligations regarding environmental protection. This includes control of any unacceptable run off to our waterways, managing the potential for airborne contamination, control of occupational noise and the re-use or recycling of material – particularly where any matter may negatively impact on the environment, our own staff, our sub-contractors, other workers and members of the public.

Our environmental protection systems are primarily aimed at controlling the following:

- Soil and sediment loss, which in turn will minimize risk of flooding, drain blockages, spread of weeds, algal blooms, harm to water animals, skin irritation to swimmers and unpleasant smell from waterways.
- Air pollution, which includes the emission of odours, smoke, fuel or other substances into the air. Equipment is to be operated in a proper and efficient manner to prevent or minimize air pollution.
- Noise control is to take into account not only the emission levels, which must remain under maximum levels – but any curfew in place at a specific location or time.

Compliance processes are to be driven by our Managers and Supervisors, through:

- An effective Environmental Management System to control the planning and implementation of environment protection measures for each operation and/or contract.
- Identification of statutory requirements, compliance limits and adverse environmental issues which could affect any undertaking.
- Integrating work activities and environmental protection measures to minimize potential risks and comply with specific protection requirements.
- Implementation of internal standards that form the basis of our awareness and compliance programs for our Managers, Supervisors and workforce.
- Routinely monitoring the effectiveness of the environmental program.
- Continually improving our environmental protection outcomes.

CDM Logistics is committed to conducting its business and activities in an ethical, honest and transparent manner.

To achieve this objective:

- CDM Logistics will not engage in corrupt business practices
- CDM Logistics will implement measures to prevent bribery and corruption by any director, employee, contractor or sub-contractor representing CDM Logistics.

Under the CDM Logistics banner, it is prohibited to offer, give, solicit or accept a bribe, whether cash or other inducement to or from any person or company.



CHIEF EXECUTIVE OFFICER

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