

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Equal Employment Opportunity (EEO) means providing fair and equitable access to employment, training, development and advancement opportunities based on merit, without unlawful discrimination, harassment or victimisation. Aster Services EEO policy is intended to ensure workplace decisions are made fairly and based on merit rather than unlawful or irrelevant considerations.

- Employment-related decisions including recruitment, promotion, training, development, transfer and performance management will be based on merit, qualifications, experience, skills and operational requirements.
- Aster Services is committed to maintaining a high-performing workplace where providing a quality service is the key to organisational success. Aster Services believes that inappropriate workplace behaviour can undermine these goals and have adverse health and safety impacts on all people in the workplace.
- Aster Services supports the concept of equal opportunity in employment and is committed to complying with both the letter and the spirit of the relevant legislation through non-discriminatory employment and management practices and policies. To ensure Aster Services is able to meet this commitment, it requires all workplace participants to treat others with dignity, courtesy, professionalism and respect.
- Aster Services will not tolerate victimisation of any person who raises a concern, participates in an investigation or exercises a workplace right in good faith.
- Aster Services is committed to providing a pleasant working environment that is free from unlawful discrimination, harassment, bullying and victimisation for all workplace participants. Aster Services will encourage good working relationships between employees. Any workplace participant who breaches this policy may be the subject of disciplinary action which may result in termination of employment.
- Aster Services values diversity, equity and inclusion and recognises that a diverse workforce contributes to innovation, improved decision-making and organisational success.
- This EEO policy is effective immediately and will apply to all workplace participants which includes all employees from Service Operators to the Management Team. It also applies to contractors performing work for Aster Services.
- This policy applies at the workplace during work hours, during work sponsored events or travel outside the physical workplace. The policy also applies to any conduct between workplace participants outside the workplace over any medium which has a sufficient connection back to the workplace.

This policy is approved and issued by the Executive Director of Aster Services.



Michael Walshe
Executive Director

01 June 2026