

## 1. Purpose

Aurora Labs Ltd. is committed to providing a workplace free of all forms of discrimination as well as providing equal opportunities to all employees and prospective employees regardless of personal characteristics. This includes but is not limited to opportunities in the recruitment process, terms and conditions of a job, training, and promotion opportunities.

It is an employee's right to be treated with dignity and respect and it is also the employee's responsibility to treat others the same way.

Aurora is committed to meeting its legislative obligations relating to discrimination and will take all reasonable, practicable steps to provide and maintain a working environment free from behaviours and actions that may be discriminatory.

## 2. Applicability

This policy applies to all activities, and all those involved in those activities, including employees, contractors, customers and visitors, that take place on work premises and elsewhere where activities are undertaken in the course of employment, or at work-related activities, such as social functions.

## 3. Policy

An internal grievance policy with resolution process assists employees to raise issues of concern, and all complaints will be treated confidentially, seriously and sympathetically. No employee shall be penalised or disadvantaged as a result of raising any genuine concern or complaint.

Relevant and appropriate disciplinary action will be taken against anyone found to have breached this policy.

### 3.1. Discrimination

Discrimination occurs when a person is treated less favourably than another person as a result of that person's individual characteristics or because that person belongs to a particular group.

Under the Equal Opportunity Act Western Australia 1984 it is unlawful to discriminate against an individual because of the actual or assumed:

- 3.1.1. race (including colour, national or ethnic origin or immigrant status);
- 3.1.2. sex (including marital or relationship status, pregnancy or potential pregnancy, breastfeeding or family responsibilities);
- 3.1.3. sexual orientation, gender identity or intersex status.
- 3.1.4. disability (including physical, psychiatric or intellectual disabilities);
- 3.1.5. age;
- 3.1.6. illness or injury;
- 3.1.7. physical features;
- 3.1.8. political and/or religious belief or activity;
- 3.1.9. parental status or responsibilities as a carer;
- 3.1.10. membership or non-membership of a union: or,
- 3.1.11. personal association with someone who has, or is assumed to have, one of these personal characteristics.

Discrimination can be either direct or indirect.

If an action occurs that adversely affects an employee due to the following reasons it is not discrimination:

- 3.1.12.** a decision is made due to an inherent requirement of a position (i.e., something that is necessary as it is part of the job).
- 3.1.13.** a decision is made due to the work performance of an individual.