

Equal Employment Opportunity Policy 2016

Being a contributing member to wider society and a learning and development ground for our valued team member's is an integral part of what we do. Our Equal Employment Opportunity Policy recognises the importance of attaining, developing and retaining the best talent in the Australian market. We want to give back to the world just as it gives to us.

This policy outlines Littil's equal employment opportunity policy.

Scope

This policy applies to Littil and all of our subsidiaries. It may also refer to suppliers and partners.

Policy

It is our policy and intent to hire and provide all staff with the opportunity to grow, develop and contribute fully to our collective success without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship or any other status or characteristic covered by federal, state or local law.

Equal employment opportunity takes place in all employment practices: hiring, promotion, demotion, transfer, recruitment, termination, rates of pay or other forms of compensation, and selection for training.

We will endeavour to provide every employee with a working environment free from harassment. Individually and collectively, we share the responsibility for understanding the great importance of a respectful work environment, and for assuring that every employee is welcomed, accepted and rewarded according to his or her contribution to the attainment of our goals and objectives. Harassment and discrimination will not be tolerated within any of our group of companies.

Littil is fully committed to the maximum utilisation of employees' abilities and to the principles of equal employment opportunity. The opportunities afforded throughout the Company are available equally to all.

Applicants and employees are evaluated on the basis of job qualifications—not race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran, marital, or domestic partner status, citizenship or any other status or characteristic covered by federal, state or local law.

Littil will always provide reasonable accommodations to the known limitations of otherwise qualified individuals with disabilities unless doing so would result in an undue hardship.



Each and every employee is responsible for supporting equal opportunity, assisting Littil in meeting its objectives in this area, and assuring that their own conduct conforms to our commitment to equal employment opportunity.

Our action plans are designed to ensure equal opportunity and to promote the employment and advancement of women, minorities, persons with disabilities in accordance within our obligations as a contributing member to society.

Should you have any question about our Equal Employment Policy please do not hesitate to contact us.