

Anti-Discrimination and Equal Opportunity Policy



At Awaken Energy, we are committed to fostering a workplace that is inclusive, respectful, and free from discrimination. This policy outlines our commitment to equal opportunity, fair treatment, and compliance with Australian anti-discrimination laws.

This policy applies to all employees, contractors, clients, and stakeholders associated with Awaken Energy. It covers all workplace activities, including recruitment, promotions, training, customer interactions, and daily operations.

Commitment to Equal Opportunity

Awaken Energy is dedicated to providing equal employment opportunities to all individuals, regardless of:

- Age
- Disability
- Gender identity or expression
- Marital or relationship status
- Pregnancy or potential pregnancy
- Race, nationality, or ethnic background
- Religious or political beliefs
- Sex or sexual orientation
- Any other attribute protected under Australian law

All employment decisions will be based on merit, skills, qualifications, and business needs.

Prohibited Conduct

Discrimination, harassment, bullying, and victimisation are strictly prohibited. This includes:

- **Direct discrimination** – Treating someone unfairly due to a protected attribute.
- **Indirect discrimination** – Implementing policies or practices that disadvantage a particular group.
- **Harassment** – Unwelcome behaviour that offends, humiliates, or intimidates.
- **Sexual harassment** – Unwanted advances, requests for sexual favours, or inappropriate comments.
- **Bullying** – Repeated and unreasonable behaviour that poses a risk to health and safety.
- **Victimisation** – Retaliating against someone who makes a complaint about discrimination or harassment.

Reporting and Complaints Process

If an employee, contractor, or stakeholder experiences or witnesses discrimination, harassment, or bullying, they should:

1. Report the issue to their manager, supervisor, or HR representative.
2. Provide details of the incident, including dates, times, and any witnesses.
3. Seek resolution through informal discussions or formal complaint procedures.
4. Be assured that all complaints will be handled confidentially and without retaliation.

Responsibilities

- **Management** must lead by example, promote inclusivity, and take immediate action when issues arise.
- **Employees and contractors** must treat everyone with dignity and respect, uphold the policy, and report concerns.
- **HR and leadership teams** are responsible for training, policy enforcement, and complaint resolution.

Consequences of Breach

Any employee found to have engaged in discrimination, harassment, or related misconduct may face disciplinary action, including warnings, suspension, or termination of employment.

Compliance with Australian Law

This policy aligns with the following Australian legislation:

- Fair Work Act 2009 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Age Discrimination Act 2004 (Cth)