



# Equal Opportunity Policy

Talco Group is a committed Equal Opportunity employer and strives to engender trust and integrity in all our employees.

Talco Group is collaborative and authentic in its goal to harness the diversity in our workforce through effective utilisation of our people and the genuine development of their competencies and capabilities.

Equal Opportunity refers to practices that potentially disadvantage employees because of a particular characteristic, or less favourable treatment because of that characteristic. Unlawful grounds for discrimination include:

- Sex,
- Race, colour or national extraction,
- Age,
- Marital status,
- Physical, mental, intellectual disability,
- Pregnancy or potential pregnancy,
- Family responsibilities,
- Trade Union membership or union/ industrial activity,
- Religious or political beliefs.

Talco Group maintains zero tolerance for any unlawful conduct that discriminates against employees on the basis of any of these areas.

We are committed to eliminating discriminatory practices in our workplaces and amongst our employees. This commitment is demonstrated through ensuring that our policies, procedures and processes do not result in indirect discrimination that results in detrimental outcomes for our current and future employees.

The operations of this policy and the identification of discriminatory conduct will be monitored by the undersigned having overall responsibility for Equal Opportunity practices.

**Patrick Nicholson**  
**Director**  
**February 2021**