

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Bisalloy Steels to ensure that we make the best use of all available human resources and all personnel practices are conducted in a manner that secures fair and equal treatment for employees, potential employees and contractors.

The company's intention is to ensure the continued absence of discrimination on the grounds of irrelevant personal characteristics such as sex, pregnancy or potential pregnancy, marital status, family/carer responsibilities, race, nationality, ethnic origin, political or religious beliefs, disability, age or sexual preference in relation to:

- The recruitment and advancement of staff;
- Employment conditions (taking into account the requirements of relevant industrial; and awards)
- Daily routines.

The Company is committed to ensuring that applicants for employment are drawn from the full cross section of the labour market, and the merit principle will form the basis of recruitment and promotion. Those with the abilities, skills, qualifications and experience which meet the needs of a particular job will have equal opportunity of being considered for it. The person selected for the job will be the person who best meets the requirements of the position.

Where a person has a disability, the company will endeavor to make reasonable adjustments to the relevant technology or job structure to enable the person to perform the inherent requirements of the job safely.

Bisalloy Steels actively promotes equal employment opportunity as an integral part of good management practice and is committed to manage its operation with a positive awareness of the spirit and intent of anti-discrimination and affirmative action legislation.

Authorised by:



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