



EQUAL OPPORTUNITY, DISCRIMINATION & HARASSMENT POLICY

SeaRoad values the benefits that arise for both employees and the employer from a diverse, productive and well-managed workforce where respect for others is the norm.

SeaRoad is committed to the implementation of an Equal Employment Opportunity, Discrimination and Harassment Policy to provide for:

- equal opportunity in recruiting, selecting, developing and managing all employees;
- the prevention of discrimination and harassment in the workplace; and
- the establishment and operation of processes and procedures for investigation of any alleged instances of discrimination or harassment in the workplace.

Discrimination is any action which specifically excludes, intentionally or otherwise, a person or group of people from a benefit or opportunity, or significantly reduces their chances of obtaining it, due to a personal characteristic which is irrelevant to the situation. Such characteristics include, but are not limited to sex, age and ethnic background.

Harassment is unwelcome behaviour that is considered unacceptable and offensive by the person that it is directed towards. It may include physical contact, jokes or offensive gestures that reference personal attributes or characteristics. It also includes emails, calendars, magazines, text messages and other material that may be offensive to some people.

Any form of discrimination or harassment is forbidden by law and will not be tolerated in the workplace.

SeaRoad expects all employees and contractors to engage with each other and other persons in a culture of mutual respect.



Michael Easy
Managing Director/CEO

