



## EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

GJK Facility Services highly values the contribution our people make in the delivery of services we provide to our customers. We believe the effective utilisation of all our people is the key difference between GJK Facility Services and other organisations in ensuring our continued success.

To achieve this, GJK Facility Services upholds the principle of Equal Employment Opportunity which ensures that all staff and potential staff members are treated equitably and fairly, regardless of irrelevant factors including but not limited to their sex, nationality, religion, physical or intellectual disability, age and sexual preference.

We will ensure that our management and Human Resources Policies and practices give everyone an equal chance when applying for jobs, promotion, training opportunities and in accessing all other benefits of employment. The merit principle underlies all our Human Resource activities, that is, choosing the best person for the job following an objective assessment of the skills, qualifications and work experience relevant to the job requirements and ability to develop within our organisational culture.

Equal Employment Opportunity benefits all staff members by identifying and removing direct and indirect discriminatory practices and barriers which particular people have faced in seeking employment or advancement in organisations. GJK Facility Services benefits because we will have a wider choice of applicants and a much better chance of employing the best person for the job. All our staff members will have access to training and development and we will have a more qualified workforce which is representative of the customer we serve.

**If you believe you are being discriminated against or harassed please contact Tracey Gallagher on (03) 9418-6999 Head Office, Victoria.**

George Stamas  
Director  
GJK Facility Services

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