EEO Policy

Norfolk expects that all employees treat one another with respect and dignity. Every employee has a unique role in making our business a more inspiring and rewarding place to work. Our values are richly embedded in this commitment and are backed by many of our policies and practices.

The Policy

Equal opportunity and fair treatment extends to all employees. Our business specifically prohibits discrimination on the basis of age, colour, disability, ethnicity, marital or family status, national origin, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by law. These principles extend to all employment decisions, including:

- Recruiting, hiring and training
- Promotions, pay and benefits; and
- Transfers and workforce reductions

All of these types of decisions are based on the individual applicant or employee's qualifications, experience, knowledge and skills as they relate to the particular job specification.

In addition to complying with relevant Equal Employment Opportunities (EEO) laws, our company complies with all other applicable civil rights, human rights, environmental and labour laws.

We are committed to providing an environment that values diversity with a conscious desire to achieve understanding, respect, inclusion and continuous learning.

Our Commitment

Our commitment is to be a good corporate citizen and act in a socially responsible way in the communities where our businesses operate.

We require our business units to provide clean and safe working environments and conditions, compliance to all legislated operational requirements and employees receive all benefits mandated by applicable laws.

Regardless of where we operate, we prohibit business units from engaging in activities that do not maintain individual dignity and respect,

Glenn Wallace
Managing Director

Review 31/12/2011

NORFOLK
INTEGRATED ENGINEERING