



EQUAL OPPORTUNITY POLICY

Silver City Drilling is an equal opportunity employer. All employees are treated on their merits, without regard to race, age, sex, relationship status or any other factor not applicable to the position. Employees are valued according to how well they perform their duties, and on their ability to maintain Company standards of safety and service.

The Company believes that all employees should be able to work in an environment free of discrimination, victimisation, sexual harassment and vilification. We consider these behaviours unacceptable and they will not be tolerated under any circumstances

Discrimination and/or harassment against or by staff on whatever basis – sex, sexual preference, transgender, race, marital status, disability, carers' responsibilities, pregnancy or age will not be tolerated under any circumstance and disciplinary action will be taken against any employee, temporary staff or contractor who breaches this policy.

Silver City Drilling aims to:

- Create a working environment free from discrimination and harassment where all employees are treated with dignity, courtesy and respect;
- Help employees to be aware of and to understand their rights and responsibilities;
- Provide an effective procedure for complaints made based on the principles of natural justice;
- Treat all complaints in a sensitive, fair, timely and confidential manner;
- Provide protection from any victimisation or reprisals;
- Eliminate the need for employees to take their claim to external agents;
- Encourage the reporting of behaviour which breaches the discrimination and harassment policy; and
- Promote appropriate standards of conduct at all times.

This Company is committed to providing an environment which is safe for all employees. Individuals will not be disadvantaged in their employment conditions or opportunities as a result of lodging a complaint.

A handwritten signature in black ink, appearing to read "Vivian Oldfield", is written over a faint, light-colored signature line.

Vivian Oldfield
Director
15 March 2015
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