
TASFOODS LTD

54 Tamar St, Launceston.
(03) 6331 6983
admin@tasfoods.com.au

ABN 53 084 800 902 ACN 084 800 902

DIVERSITY POLICY

COMMITMENT

Diversity in the workplace encompasses understanding, acceptance and respect for individual differences including ethnicity, gender, sexual orientation, age, disability, family status, religious beliefs, perspective, skills, experience or other ways of thinking.

TasFoods recognises its committed and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people.

Managing a diverse workforce means managing people as individuals which will benefit employees, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do. It is important to TasFoods that individuals feel respected, safe and included in all working environments at all sites.

We are committed to merit-based appointments by employing the best people to do the best job possible and retaining a skilled and diverse workforce. TasFoods will develop mechanisms to support and mentor employees and provide flexible work practices to meet the differing needs of employees in the context of business requirements. We strive to create and foster a supportive and understanding environment in which employees realise their maximum potential within the company, regardless of their differences.

DEFINITION

Our diversity encompasses differences in physical and mental ability, socio-economic status, thinking styles, experience, education, ethnicity, language, age, gender, sexual orientation and religion. We believe that the wide array of perspectives that results from such diversity promotes an open culture for employees, encourages innovation and drives business success.

APPLICATION

This policy applies to employees, officers and board members of the TasFoods Group and also extends to contractors and consultants.

The benefits and principles of diversity will be recognised in all aspects of TasFoods' business, including recruitment, career development and promotion and training opportunities.

BENEFITS

Managing diversity makes us more creative, flexible, productive and competitive. A business that reflects and respects diversity will promote an inclusive and trusting culture for our people. It will also enable TasFoods to better understand and meet our customers' needs.



TASFOODS LTD

54 Tamar St, Launceston.
(03) 6331 6983
admin@tasfoods.com.au

ABN 53 084 800 902 ACN 084 800 902

The wide variety of skills and perspectives that diversity brings will promote innovation and help the business succeed.

PERFORMANCE

The TasFoods Board is committed to workplace diversity and is proud of the current level of diversity in place throughout the organisation. To further enhance our performance in this area, the Board will establish measurable objectives for achieving diversity. These measures will be assessed not less than annually and will be reported in the Annual Report each year. The achievement of these outcomes is included in the CEO's objectives and the charter of the Board also reflects these accountabilities.

BREACHES

Any breach of this Policy may result in disciplinary action in accordance with the Disciplinary Policy and Procedure. Any employee or contractor who becomes aware of a breach of this Policy must disclose this breach either to their Manager or to the Manager Human Resources. In extreme circumstances, an individual may be concerned that a serious breach of this Policy has occurred but considers that it would be personally damaging to report it through normal channels, in such a case they should report it under the Whistleblowing Policy.

