

OUR COMMITMENT

iContracting will provide a workplace free of discrimination, bullying and harassment and aims to support equality and diversity. We are committed to providing a workplace that values and supports our employees and respects their cultural rights, values and beliefs.

To deliver on these commitments we will:

- Ensure all employees are treated fairly, with respect, and with dignity
- Identify and eliminate barriers that may prevent an employee from realising their full potential, including the elimination of discrimination, bullying and harassment
- Augment employee morale and motivation by increasing employee confidence in the fairness of our human resource practices and access to employment opportunities
- Provide leadership, communication and recruitment processes that are based on trust, honesty, fairness and equity
- Provide a workplace that is supportive and free from all discrimination including on the grounds of race, gender, age, religion sexual orientation, pregnancy or disability
- Ensure all reports of workplace discrimination, bullying or harassment are investigated promptly, treated seriously, and fairly with due regard to the principals of procedural fairness, natural justice and confidentiality
- Provide confidential support and counselling services to all employees impacted by discrimination, bullying or harassment through our established Employee Assistance Program (EAP)

OUR RESPONSIBILITY

Every employee has a personal responsibility to contribute, and maintain, a working environment free from harassment, bullying and discriminatory practices. Leaders at all levels are required to ensure that discrimination, bullying and harassment does not happen in our workplace.



Craig Mack

Managing Director

Date: 20th January 2026

Next Revision Date: 18th January 2028