



Anti-discrimination and Equal Opportunity policy statement

SCEE Electrical values its employees and believes in conducting business ensuring fair, equitable and non-discriminatory employment and operational practices.

It is our aim to provide a workplace which maximises the talent, potential and contribution of all employees and ensures equal opportunity for all in the workplace.

SCEE Electrical is an equal opportunity employer where employees are evaluated on their ability to do their job based on merit rather than an assumption based on particular characteristics.

SCEE Electrical will not discriminate on any of the grounds listed below such as:

- Gender, Gender Identity or Gender Reassignment
- Pregnancy, potential pregnancy, or breastfeeding
- Sexual orientation
- Age
- Marital or relationship status
- Political beliefs and activities
- Trade union membership
- Race
- Religious beliefs
- Family responsibility
- Spent conviction

Employees are required to treat each other with fairness, equity and respect so that the working environment is free from discrimination and harassment.

We aim to achieve this by:

- Increasing awareness of equal opportunity, anti-discrimination and harassment issues.
- Comply with all relevant statutory obligations.
- Recruit employees based on skills, qualifications, capabilities and performance.
- Effectively and efficiently resolve any situations where contraventions of this policy arise.

Discrimination and harassment will not be tolerated within SCEE Electrical. Any stakeholder found to have discriminated against or harassed another employee, contractor, client or supplier is personally responsible for his or her conduct.

A handwritten signature in blue ink, appearing to read "Geoff Baudains".

Geoff Baudains

Chief Executive Officer

1 July 2025

A member of the
SCEE GROUP