

Workplace Diversity Policy

1. PURPOSE

The purpose of the policy is to support EOS' ongoing commitment to recognising, promoting and supporting diversity within the work environment.

2. SCOPE

The policy applies to all employees of EOS including contractors and consultants.

3. DIVERSITY

Diversity refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as gender, age, religious beliefs, ethnicity, cultural background, language, sexual orientation, family responsibilities and disabilities.

Diversity also refers to other ways in which people are different such as education level, life experience, work experience, marital status, socio-economic background and personality.

4. RESPONSIBILITY

The principles outlined in this policy applies across the business, is the responsibility of all employees and must be adhered to by all parties acting for, or on behalf of EOS.

EOS considers that in fulfilling its commitment to diversity, it shall in turn comply with the Australian Securities Exchange (ASX) Corporate Governance Council recommendations on diversity.

5. GRIEVANCES

Discrimination, harassment, vilification and victimisation will not be tolerated.

Any substantiated breach of the Workplace Diversity Policy will be dealt with seriously and may result in disciplinary action. EOS is committed to taking appropriate action where a complaint is raised and investigation may follow in line with EOS disciplinary procedures.

6. REPORTING

If staff believe a breach of the policy may have occurred, the matter should initially be raised with their direct Manager. Alternatively the Human Resources Manager may be contacted.

7. MEASURES

EOS measures and monitors diversity objectives through regular reporting and analysis by the Chief Operating Officer and Human Resources Manager to the Board.



8. REVIEW DATE

The Workplace Diversity Policy will be reviewed annually and any required changes will be discussed with the Executive and Board.

9. MEASURABLE OBJECTIVES

The Electro Optic Systems Board has established objectives to measure compliance with and achievement of equality and diversity. These objectives are reviewed and reported annually. The objectives are:

- Improve the participation of women in the workforce by measuring the percentage of female employees and the percentage of those females in management positions.
- Reduce the number of workplace harassment complaints by measuring annual occurrences and reducing these to zero.
- Improve retention of staff by measuring the percentage of employees who access flexible workplace arrangements including flexible hours and alternative work cycles.

Encourage retention of staff by measuring the number of staff who access company education and study assistance to enhance personal and corporate development opportunities