



Equal Employment Opportunity Policy

Verbrec is committed to the equality of opportunity in employment, irrespective of any individual circumstances. For example, Verbrec will ensure equality of employment opportunities irrespective of gender identification, marital status, parental status, pregnancy, breastfeeding, disability, age, race, cultural background, natural appearance, nationality or sexual orientation.

All individuals working within Verbrec, and all applicants for employment with Verbrec will be treated and evaluated according to their skills, knowledge, qualifications, abilities, performance and aptitudes only.

Our employment and recruitment procedures and practices shall support this equal employment opportunity principle, taking action where necessary, to enable all current and potential members of the business to maximise opportunities.

Verbrec is committed to developing a diverse workforce that is reflective of communities in which we work, and we recognise that that historically our business has had an under- representation of some groups, including team members who are non-male gender, and also an team members with an indigenous background in some regions. Our recruitment and employment procedures and practices shall be tailored to address this imbalance over time.

Verbrec is committed to providing a work environment where people are able to realise their potential, are treated fairly and with respect, and have the opportunity to contribute to the business' success.

Verbrec values the contribution made by all individuals working for the business according to how well they perform their duties, and their ability and enthusiasm to maintain our standards of service.

A handwritten signature in blue ink, appearing to read 'Linton Burns', with a horizontal line extending to the right.

Linton Burns
Chief Executive Officer
December 2020