

ANTI-DISCRIMINATION POLICY

XPower has a policy of anti-discrimination and will not allow any person to discriminate or harass any other person employed by or involved with the company on any basis. XPower is committed to proactively prevent discrimination, ensuring as far as is reasonably practicable that no employee is affected by discrimination.


IT IS UNLAWFUL TO DISCRIMINATE ON THE BASIS OF/BUT IS NOT LIMITED TO:

- Age
- Disability
- Industrial activity
- Lawful sexual activity/sexual orientation
- Marital, de facto, parental or carer status
- Physical status
- Gender identity
- Political beliefs or activities
- Pregnancy
- Race
- Breastfeeding
- Employment activity
- Religious belief or activity
- Sex of a person
- To bully or sexually harass another (including sexual and sex-based harassment, hostile work environments, and victimisation)
- Personal association with a person who is identified by reference to any of the above attributes

Legislation prohibits direct and indirect discrimination

- Direct discrimination is when a person or group of people treats, or proposes to treat, a person with any of the above and/or protected attributes unfavourably, because of that attribute. In determining whether a person directly discriminates, it is irrelevant whether or not the attribute is the only, or dominant reason for the unfavourable treatment, provided that it is a substantial reason.
- Indirect discrimination occurs if a person imposes or proposes to impose, an unreasonable requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons or groups of people with any of the above and/or protected attributes. Whether a requirement, condition or practice (or proposed requirement, condition or practice) is reasonable depends on all relevant circumstances.

If any discrimination of any sort occurs management need to be notified immediately and the matter will be dealt with in accordance with Health & Safety Reporting & Issue Resolution XP-WI-25.

Signed:  _____

Director

Date: 27.04.2023 _____