

## Equal Opportunity for Women Policy

---

Happsa Group has established, and continues to implement an Equal Opportunity for Women in the Workplace Program.

**Our objective is to provide equal opportunity in employment for ALL prospective and current employees of Happsa Group.**

The program is aimed at ensuring all employees and applicants for employment are treated purely on merit according to their skills, qualifications, abilities and aptitudes, thus eliminating discrimination.

Happsa Group will;

- Expand the duty statements of appropriate senior personnel to include responsibility to ensure compliance with Affirmative Action legislation - both in principle and practice.
- Analyse statistical reports and information to identify and address the particular needs of women in the workforce.
- Monitor the performance of managers to ensure affirmative action issues are dealt with appropriately.
- Adopt effective affirmative action programs.
- Seek support and encourage all staff in implementing the affirmative action program.
- Be committed to the principles of affirmative action for women.
- Educate employees through induction programs, training and communication via newsletters, notice boards etc.

*For further details please refer to Grievance Policy*

A handwritten signature in black ink, appearing to read "Paul Apostolidis".

**Paul Apostolidis**  
**Managing Director**

Date 15/03/2016

