Workplace Diversity Policy

Platinum Electricians specialises in preventative and reactive maintenance services electrical contract and projects throughout Australia.

1. Purpose
Platinum Electricians Pty Ltd (Platinum) is committed to a workplace where people are treated fairly and respectfully and can contribute according to their skills, experience and potential. This policy supports equal opportunity, inclusion and compliance with applicable workplace and anti-discrimination laws.

2. Scope
This policy applies to directors, employees, apprentices, trainees, labour-hire workers, contractors, subcontractors, volunteers and applicants. It applies to recruitment, onboarding, training, allocation of work, remuneration, promotion, performance management, flexible work, workplace events, travel, online conduct and termination.

3. Our commitment
Platinum values a workforce that reflects different backgrounds, identities, experiences and perspectives. Employment decisions will be based on merit, capability, performance, qualifications, safety and the inherent requirements of the role. Platinum does not tolerate unlawful discrimination, harassment, sexual harassment, sex-based harassment, bullying, victimisation or vilification.

4. Diversity and inclusion principles

- Equal access to employment, development and advancement opportunities.
- Respect for differences including age, race, colour, cultural background, nationality, sex, sexual orientation, gender identity, intersex status, disability, religion, marital or relationship status, pregnancy, breastfeeding, family or carer responsibilities, political opinion, national extraction, social origin and experience of family and domestic violence.
- Reasonable workplace adjustments for people with disability, unless this would cause unjustifiable hardship or prevent performance of a role's inherent requirements.
- A workplace culture in which inappropriate conduct is addressed early and concerns can be raised safely.
- Inclusive communication, facilities, uniforms, work practices and team activities wherever reasonably practicable.

5. Recruitment and employment practices
Platinum will use fair and job-relevant selection criteria, seek diverse candidate pools where practicable and avoid assumptions based on personal attributes. Interview, reference, medical and pre-employment checks will be limited to legitimate role, safety and legal requirements. Access to training, acting opportunities, promotion and remuneration decisions will be considered consistently and on merit.

6. Gender equality and participation
Platinum supports the participation and progression of women across trade, operational, technical, corporate and leadership roles. Initiatives may include inclusive recruitment language, structured development, appropriate amenities and personal protective equipment, flexible work where operationally practicable, and monitoring workforce participation and advancement.

7. Aboriginal and Torres Strait Islander participation
Platinum seeks to provide culturally respectful employment and supplier opportunities for Aboriginal and Torres Strait Islander peoples. Where appropriate, Platinum may work with clients, training providers, employment services and Aboriginal organisations to support recruitment, apprenticeships, career development and supplier participation.

8. Accessibility and reasonable adjustments
Applicants and workers may request reasonable adjustments for recruitment, training or work.

Requests will be considered promptly, respectfully and confidentially, having regard to the person's needs, the inherent requirements of the role, safety and operational circumstances. Medical information will only be collected and shared where necessary and lawful.

9. Respectful conduct and positive duty
Everyone must contribute to a workplace free from unlawful sex discrimination, sexual harassment, sex-based harassment, hostile workplace environments and related victimisation. Managers must model respectful conduct, respond to risks and concerns, and take reasonable and proportionate steps to prevent unlawful behaviour. Jokes, images, messages, exclusion, unwanted conduct or misuse of authority may breach this policy even when described as informal or unintended.

10. Raising and resolving concerns
A person who experiences or observes conduct inconsistent with this policy should, where comfortable, raise it with their manager, another senior manager, the HSEQ representative or [insert People and Culture contact]. Informal and formal resolution options will be explained. Matters will be handled as promptly, impartially and confidentially as reasonably possible, with procedural fairness for everyone involved.

Victimisation or retaliation against a person who raises, supports or participates in a good-faith concern is prohibited. A person may also seek independent advice or contact an external regulator or support service.

11. Responsibilities
- Executive leadership promotes inclusion, approves this policy and monitors material risks.
- Managers make fair decisions, address inappropriate conduct and support reasonable adjustments.
- All workers behave respectfully, complete required training and raise concerns in good faith.
- People and Culture/HSEQ supports implementation, records, education and periodic review.

12. Privacy, monitoring and review
Workforce diversity information will be collected only where there is a legitimate purpose and will generally rely on voluntary self-identification. Information will be handled in accordance with privacy requirements and reported in aggregate where practicable. Platinum may monitor recruitment, participation, development and complaint trends to identify barriers and improvements. This policy will be reviewed at least every two years or earlier following material change.

13. Related requirements
- Fair Work Act 2009 (Cth), Sex Discrimination Act 1984 (Cth), Racial Discrimination Act 1975 (Cth), Disability Discrimination Act 1992 (Cth), Age Discrimination Act 2004 (Cth), Australian Human Rights Commission Act 1986 (Cth), and applicable state or territory laws.
- Platinum's Code of Conduct, grievance, bullying and harassment, flexible work, privacy, recruitment and work health and safety procedures.



CEO
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Date: January 2026
Next Review Date: January 2027