

EQUAL OPPORTUNITY POLICY

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QHSE POLICY

Viking Industrial

Approval and revision status

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Areas affected by recent revision are recorded in the above table

Viking Industrial acknowledge and embrace gender equality to ensure we maintain a fair and equal workplace we will;

Drive a culture where rewards are directly linked to employee contributions and performance.

Provide both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value.

Remove barriers to the full and equal participation of women in the workforce.

Provide full and genuine access to all occupations, including to leadership roles for women and men.

Wages and conditions of jobs are assessed in a non-discriminatory way. This is done by valuing skills, responsibilities and working conditions in each job or job type (even where the work itself is different) and then remunerating employees accordingly.

Eliminate discrimination based on gender, particularly in relation to family and caring responsibilities for both women and men.

Our workplace's organisational structures and processes do not impede female employees' access to work-based training, promotions or flexible working arrangements.



Anthony Jensen
Chief Executive Officer

Viking Integrated Management System:	DOC_V_POL_016_REV0- EQUAL OPPORTUNITY POLICY		
Published Date: 18/09/2023	Rev: 0	Date Reviewed: 18/09/2023	Page 1 of 1