



Task Right Solutions Pty Ltd

Diversity, Fairness and Inclusion Policy - 2026

1. Purpose

Task Right Solutions Pty Ltd (TRS) is committed to fostering, promoting, and maintaining a workplace culture built on **diversity, fairness, and inclusion**. We recognise that our people are our most valuable asset, and that the collective strength of their experiences, perspectives, and talents directly contributes to our culture, reputation, and long-term success.

2. Our Commitment

TRS embraces and encourages the unique qualities of every employee. We value diversity across all forms, including:

- Age
- Disability
- Ethnicity and cultural background
- Family or marital status
- Gender identity and expression
- Language
- National origin
- Physical and mental ability
- Political affiliation
- Race
- Religion
- Sexual orientation
- Socio-economic background
- Any other characteristic that makes each individual unique

We are committed to ensuring that all employees feel respected, supported, and empowered to contribute fully to the organisation.

3. Scope of Diversity, Fairness and Inclusion Initiatives

TRS integrates diversity, fairness, and inclusion principles across all aspects of employment, including:

- Recruitment and selection
- Compensation and benefits



Task Right Solutions Pty Ltd

Diversity, Fairness and Inclusion Policy - 2026

- Professional development and training
- Promotions and career progression
- Transfers and internal mobility
- Social and team-building activities
- Redundancies and terminations
- Workplace behaviour and conduct standards

These initiatives ensure that all employment decisions are based on merit, capability, and fairness.

4. Our Workplace Expectations

TRS is committed to maintaining a work environment that:

- **Encourages respectful communication** and values input from all employees
- **Promotes teamwork and collaboration**, ensuring representation of diverse perspectives
- **Supports work-life balance**, including flexible work arrangements where operationally feasible
- **Engages with the communities we serve**, strengthening understanding and respect for diversity and inclusion

All employees are expected to uphold these values in their daily conduct, during work hours, at work-related functions, and at all company-sponsored events.

5. Employee Responsibilities

Every employee at TRS has a responsibility to:

- Treat colleagues, clients, and stakeholders with dignity and respect
- Demonstrate behaviour that aligns with TRS diversity, fairness, and inclusion values
- Participate in required training to enhance awareness and capability
- Report concerns or incidents of discrimination, harassment, or exclusion

Failure to uphold these responsibilities may result in disciplinary action, including termination.

6. Reporting Concerns and Complaints

Employees who believe they have experienced or witnessed discrimination or behaviour inconsistent with this policy should report the matter to TRS Management.



Task Right Solutions Pty Ltd

Diversity, Fairness and Inclusion Policy - 2026

If an employee is dissatisfied with how a complaint has been handled internally, they may seek external advice or lodge a complaint with:

- **Australian Human Rights Commission**
- **Fair Work Commission**
- **Equal Opportunity Commission**
- **Anti-Discrimination Board**
- Or the equivalent authority in Victoria

TRS will ensure all complaints are handled sensitively, confidentially, and in accordance with applicable legislation.

7. Review and Approval

This policy is reviewed annually or as required to ensure ongoing relevance and compliance.

TRS Management Team

Reviewed: 01-05-2026