

The Hiway Group is committed to providing a work environment where equal employment opportunity (EEO) exists for all current and potential employees. Pursuant to relevant legislations our vision is to create a workplace where all employees and candidates are provided with EEO in all aspects of the employment lifecycle, i.e. free from discrimination against race, colour, national or ethnic origin, religion, sexual preference, gender, age, disability, lawful trade union activity, marital status, pregnancy or a characteristic specified under current anti-discrimination, human rights or relevant employment legislation.

To achieve our vision, the Hiway Group will:

- give current and potential employees equal opportunity for employment, training and development, terms and conditions, benefits, transfer and promotion;
- maintain an equal opportunity culture where assessments, decisions and selections are based on individual merit i.e. all people have equal access to jobs, opportunities and careers based on their knowledge, abilities, experience and qualifications;
- not tolerate any form of harassment or discrimination in the workplace;
- take all reports of discrimination and harassment seriously, confidentially and manage in accordance with appropriate procedures;
- treat all people are with dignity and respect;
- value diversity;
- apply equal opportunity principles as outlined by current equal opportunity and any affirmative action legislation in place.
- Ensure all employees terms and conditions of employment are in accordance with the relevant Employment and Industrial Relations legislation.
- Take reasonable steps to comply with modern slavery laws as and where applicable.

We also aim to:

- draw from the broadest pool of talent
- attract and retain the best talent
- increase productivity and innovation in our workforce
- enhance customer service
- reduce company risk
- ensure that this policy upholds the Hiway Group Values and Standards of Conduct.



Christopher Ellis
Chairman of the Board



John Boocock
Managing Director



Peter Metcalfe
Chief Executive