



Equal Opportunity and Diversity Statement

At AVI, we strive to create and maintain an inclusive workplace and culture, where diversity is recognised and respected. Our workplace values diversity in people and aims for equity of opportunity for all employees. AVI works on a rights-based approach and one of its core values is to respect human rights. AVI understands that equal opportunity in the workplace plays a key part in protecting human rights. Recognition of unique attributes and valuing the different contributions people can make to their team, enables AVI to deliver the best solutions to challenges and achieve positive organisational outcomes.

AVI adheres to the Universal Declaration of Human Rights. Within Australia, AVI complies with Victorian legislation on equality opportunity and diversity, including the Equal Opportunity Act 2010, the Charter of Human Rights and Responsibilities Act 2006 and the Racial and Religious Tolerance Act 2001. At the Commonwealth level, AVI complies with a range of legislation that provides for equal opportunity, including the Fair Work Act 2009, the Racial Discrimination Act 1975, the Sex Discrimination Act 1984, the Disability Discrimination Act 1992 and the Age Discrimination Act 2004. Outside of Australia, AVI complies with legislation within the countries in which we work.

By effectively implementing this policy statement, AVI aims to attract and retain talented people and use their abilities to maximum advantage. Creating a workplace where every person is valued helps us to eliminate the structural and cultural barriers to working together cohesively.

A workforce with a variety of talents, views and backgrounds can broaden and enrich decision making, support us to work collaboratively together and understand the people, communities, and environment we work in. It will also lead to increased staff morale, retention, focus, effectiveness and productivity.

AVI is an equal opportunity employer. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity. This commitment extends to employment, hiring and advancement without discrimination, within our operations.

AVI's objectives with regards to equal opportunity and diversity are to:

1. Ensure fair treatment and non-discrimination in hiring and employment.
2. Ensure compliance with State and Federal Acts and Regulations relating to equal opportunity and discrimination. This statement applies to every aspect of employment including, but not limited to, recruitment and selection, training and development, promotion, retention, and the terms and conditions of employment.
3. Provide a diverse and inclusive workplace, where human rights are valued and upheld.