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# Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

## **DISABILITY EMPLOYMENT POLICY**

Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, (collectively and hereinafter referred to as “the Organisation”), recognises and values diversity amongst its Responsible Persons, employees and volunteers, hereinafter referred to as “our people”. We are committed to creating an inclusive environment that ensures that equal employment opportunities are available to all of our people, including those with a disability.

We seek to provide our people who have a disability with the opportunity to participate in a safe, equitable, discrimination and harassment free working environment.

We will make reasonable adjustments to accommodate our people with a disability. In considering such adjustments, we will have regard to the availability of resources, the number of our people seeking reasonable adjustments and the Organisation’s priorities.

### **Our Organisation seeks:**

- To actively facilitate the employment of people with a disability in all suitable areas of employment
- To encourage people with a disability to apply for positions for which they are qualified
- To ensure that people with a disability are treated equitably during all stages of employment, including recruitment, selection, promotion, training, and termination of employment
- To ensure that the needs of people with a disability, such as effective interaction, management and supervision, are recognised in the performance management process
- To ensure that people with a disability can contribute to and participate in the work environment.

### **Definitions**

**Disability** - The definition of "disability" is very broad and includes:

- Loss of physical or mental functions
- Loss of part of the body
- Infectious and non-infectious diseases, for example, a person with AIDS, hepatitis or TB
- The malfunction, malformation or disfigurement of a part of a person's body, for example, a person with diabetes or asthma or a person with a birthmark or scar
- A condition which means a person learns differently from other people, for example, a person with autism, dyslexia, attention deficit disorder or an intellectual disability
- Any condition which affects a person's thought processes, understanding of reality, emotions or judgement, for example, a person with a psychiatric condition.

**Adjustments** refer to the removal of barriers and changes made to any aspect of work to ensure that all of our people with a disability have an equal opportunity to achieve their full potential as employees.

Status will make reasonable adjustments where such adjustments do not lessen work output requirements, lower work standards or otherwise place Status in a position of 'unjustifiable hardship' in relation to the management of its finances or the pursuit of its legitimate objectives.

**Disclosure** our people are not required to disclose an impairment, health condition or disability in the normal course of employment but they may be asked to disclose and document a disability if requesting adjustments in the workplace

**Confidentiality** Information provided by any of our people about their disability and health condition is kept strictly confidential. The Organisation may only communicate this information to another person with the consent of the person concerned.

Approved by: Gary Hatwell

Signature:



Date: 1/7/2023