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## Equal Employment Opportunity Policy

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Wattyl seeks to attract, motivate and retain talented employees with a diverse range of skills, abilities and backgrounds. In order to meet this goal, Wattyl applies fair, equitable and legal employment policies and practices.

Wattyl believes in applying equal opportunity in all its people practices such as recruitment, training and career progression based on merit and performance.

Wattyl believes that all employees are entitled to enjoy a work environment free from all forms of discrimination and harassment. All employees are encouraged to:

- treat each other with respect;
- accept individual differences; and
- behave in a way that allows others to feel comfortable and safe at work

Wattyl will uphold ethical standards of conduct and behaviour in the workplace. It will not tolerate any discrimination or harassment of its employees either by managers, co-workers, contractors, customers or visitors.

Harassment includes sexual harassment, (i.e. any unwanted, unwelcome or uninvited behaviour of a sexual nature that makes a person feel offended, humiliated or intimidated) as well as physical violence and bullying. Any employee who is proven to have displayed any form of harassment in the workplace will face disciplinary action, which could lead to dismissal.

**JOHN NOLAN**  
Managing Director