

EQUAL OPPORTUNITY POLICY

Covering: Workplace Discrimination, Harassment and Bullying

PACCAR is an Equal Opportunity Employer

PACCAR is committed to the principles of the Equal Opportunity Act 1995 (incorporating the 1997 amendments), and Section 21 of the Occupational Health and Safety Act 1985 and Workplace Relations Act 1996.

The Company will foster a workplace that provides employees the opportunity to:

- progress within the organisation based on their ability.
- work in an environment that is free from discrimination and harassment including bullying and intimidation.

This means all PACCAR employees will receive fair and equitable treatment in the workplace. Employees and applicants will be given an equal chance when applying for jobs, promotion, or training opportunities. Selection for employment and promotion will be on the basis of personal merit according to the skills, qualifications and knowledge relevant to the position involved.

PACCAR will not tolerate any kind of discrimination, harassment or bullying of employees.

Discrimination

This includes treating people differently because of their

- sex
- pregnancy
- race (including colour, nationality and ethnic origin)
- age
- marital status
- impairment (includes physical or intellectual)
- HIV/AIDS status
- parental or carer status
- physical features
- lawful sexual activity/orientation
- political belief/activity
- religious belief/activity
- industrial activity
- or on the basis of being associated with any of the above characteristics

Harassment

Any behaviour directed at employees on the basis of any of the characteristics listed above; and which can reasonably be expected to make someone feel offended, humiliated or intimidated is considered to be harassment and will not be tolerated.

Bullying

The following is considered to be bullying and will not be tolerated.

Any repeated unreasonable pattern of behaviour directed towards an employee or group of employees that creates a risk to health and safety. This may include the risk to psychological as well as physical health. This behaviour could be in the form of but not limited to, initiation practices, victimising employees, insults and verbal abuse and /or behaviour that undermines or threatens a person.

All PACCAR employees are expected to cooperate in any investigation of workplace discrimination, harassment or bullying and to refrain from any retaliation or reprisal against any person involved in an investigation of workplace harassment or discrimination.

PACCAR employees are expected to behave in a professional manner and to treat each other with dignity and respect in the workplace.

Anyone violating this policy will be disciplined up to and including dismissal and may also incur personal legal and financial liability.