HSJ Host Pty Ltd
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LEGAL CENTER

Equal Employment Opportunity Statement

Our commitment to a fair, inclusive workplace free from discrimination and harassment.

Last updated: 14 October 2026

Our Commitment

HSJ Host Pty Ltd (ACN 673 728 526), trading as HSJ Host and HSJ.HOST ("HSJ Host"), is committed to a fair, safe and inclusive workplace. We believe our team is stronger for the different backgrounds, experiences and perspectives of the people in it.

We provide equal employment opportunity, and we comply with Australian anti-discrimination and workplace laws, including the *Fair Work Act 2009* (Cth), the federal anti-discrimination Acts and the *Equal Opportunity Act 2010* (Vic).

1. No Discrimination

We do not discriminate against job applicants, employees or contractors because of any attribute protected by law, including:

- age;
- race, colour, nationality, descent, or ethnic or national origin;
- sex, gender identity, sex characteristics or sexual orientation;
- pregnancy or breastfeeding;
- marital or relationship status;
- parental, carer or family responsibilities;
- physical or mental disability, including medical conditions;
- religious belief or activity;
- political belief or activity;
- industrial activity, including membership or non-membership of a union;
- physical features;
- a spent or expunged conviction; or
- personal association with someone who has any of these attributes.

2. What We Do

- We recruit, hire, train and promote people based on their skills, experience, merit and the needs of the role.
- We make reasonable adjustments for applicants and employees with disability, and for people with parental or carer responsibilities.
- We treat everyone with respect, and expect our team, contractors and customers to do the same.

3. Harassment and Bullying

Discrimination, sexual harassment, victimisation and bullying are not tolerated at HSJ Host. We take reasonable and proportionate steps to prevent sexual harassment and other unlawful conduct in our workplace, as required by the *Sex Discrimination Act 1984* (Cth). This includes how our team is treated by customers and suppliers.

4. Applying for a Job

If you need an adjustment to take part in our recruitment process, such as a different interview format, please let us know when you apply. We will keep your request confidential and only use it to support your application. See our Applicant Privacy Notice for how we handle your information.

5. Raising a Concern

If you believe you have been discriminated against or harassed, please raise it with your manager or email legal@hsj.host. We will treat your concern confidentially and fairly, and we won't tolerate anyone being victimised for raising a concern in good faith.

You can also contact the Australian Human Rights Commission, the Victorian Equal Opportunity and Human Rights Commission or the Fair Work Ombudsman.