

ADLINGTONS CULTURAL DIVERSITY POLICY 2016

To ensure that all employees, regardless of language and cultural barriers, understand all company Work Health and Safety (WHS) policies, procedures and documentation, and their rights and obligations.

Adlingtons Australia recognises that language difficulties and cultural differences can create uncertainty and misunderstanding among employees from non-English speaking backgrounds. This uncertainty and misunderstanding may also deprive them the same level of safety or awareness of their rights and responsibilities, afforded to other employees.

To overcome potential uncertainties and misunderstandings, and to achieve the goal of this policy, Adlingtons shall:

- assess English language needs and support an employee's training program in the English language.
- utilise the services of a translator the applicable documentation.
- use multilingual signs.

To ensure the effective management of this policy, managers and supervisors have the responsibility to assess and monitor employees to ensure they understand and comply with all Health and Safety policies, procedures and documentation.

This policy statement shall be prominently displayed at all company worksites and is endorsed by myself as the authorised representative of Adlingtons Australia Pty Ltd.



Damian Adlington, Managing Director
Adlingtons Australia Pty Ltd

April, 2016