



## Company Fair Work Policy Statement

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# *Commitment to Fair Work Practices*

Jayrow Helicopters' commitment to Fair Work Practices is outlined within its Jayrow Management System, Business and Administration Manual and ensures that no bias based upon Gender, Age, or Nationality shall influence or be reflected within any of the company's professional decision making processes.

Jayrow has adopted within the Business and Administration Manual and within the Safety Management System governing the company, policy and procedures that expressly prohibit any behavior that would be of detriment to any particular individual for any reason outside of that individuals own professional capacity and behavior within the company.

Jayrow adopts a unilateral approach to the granting of employment on the basis of ability to perform the tasks of each particular position available within the company and shall not under any circumstances allow personal beliefs or emotions to be in evidence within the company's corporate decision making processes. Furthermore Jayrow understands and appreciates the necessity to grant apprenticeships, and to ensure that ongoing education and training for its employees is an integral tool in ensuring the growth and success of the company.

Jayrow will enforce the principles of fair work and equal opportunity and take disciplinary action against any individual who may be considered, or reported to be, acting outside of this policy.

Grahame Casey  
General Manager  
Jayrow Helicopters Pty Ltd

Date: 29<sup>th</sup> May 2012

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