

Diversity Policy

Star Aviation is committed to developing a diverse workforce and providing a work environment in which all of its employees are treated fairly and with respect. Star Aviation recognises the positive benefits arising from employee and board diversity and believes that such diversity is fundamental to business success.

At Star Aviation, merit is the core principle for employment and all of its employees and applicants for employment are treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes, regardless of gender, age, race, religion, marital status, sexual preference or political belief. Star Aviation strongly values equal opportunity and will not tolerate any form of discrimination, bullying or harassment in the workplace and regards such actions as serious misconduct.

In support of these principles, values and commitments, Star Aviation management has developed this Diversity Policy which embraces and encourages diversity across all levels of the organisation.

Objectives

To achieve and maintain diversity across all levels of the company, Star Aviation will:

- Recruit and manage on the basis of an individual's ability, qualification, competence and performance;
- Create a supportive work environment that enables each individual to develop their full potential;
- Appreciate and respect an individual's talent and the unique qualities they bring to the workplace;
- Comply with all applicable equal opportunity and anti-discrimination laws to ensure all employees are treated fairly and with respect;
- Create a work culture that values the contributions of its employees with diverse backgrounds and recognises that employees at all levels may have domestic responsibilities outside the work place; and
- Ensure that that senior management reviews and assesses on an annual basis measurable objectives to increase diversity in workforce and senior management, with particular emphasis given to gender diversity

Application

Senior management are responsible for ensuring this Diversity Policy is implemented at senior management level and delegated responsibility for the implementation of the policy below senior management level to the Managing Director.

This Diversity Policy applies to all levels of employment including the appointment of senior executives and management. This policy also applies to all consultants and secondees engaged directly by Star Aviation.