
Equal Opportunity and Diversity

Norwood has a strong focus on employee satisfaction and fairness. We have a comprehensive equal opportunity policy in place, with effective measures in place to ensure its adherence.

NORWOOD'S DIVERSITY

- Norwood has staff ranging from 19 to 80 years of age.
- Norwood has the highest number of female employees of any Australian print company. This includes the General Manager, Fran Coyle.
- Norwood has employees from 22 different nationalities across all departments.
- Norwood also has five staff members who are disadvantaged intellectually.

ASSURANCES

The guarantee of Norwood's policy is that no discrimination can occur due to factors that are irrelevant to the fulfilment of a jobs role to the highest standard.

Also covered in the policy are assurances that no discrimination or harassment can occur within the workplace. Given the completeness of Norwood in relation to things such as sexual harassment or racial discrimination the guidelines are very specific. This clearly specifies what constitutes harassment or discrimination.

Consequences of breaching this policy are also clearly stated, with differing levels of severity dealt with on an individual basis. The focus of the consequences is towards employee education and achieving a result that all involved parties find fair. Dismissal, or other severe disciplinary action, is seen only as a method of last resort, however, given the seriousness of workplace discrimination and harassment, must be considered. Employee awareness of what constitutes harassment is also dealt with regularly and thoroughly. These factors make the policy very effective.

OUR ENVIRONMENT

This creates a very safe and diverse environment allowing employees to flourish. This security and respect echoes across all Norwood departments, from a highly creative and active design department to a productive and skilled production line.

This also has the effect of Norwood having a very high employee retention rate. This means Norwood's workforce is not only highly skilled but carry high levels of experience.