

PURPOSE:

The purpose of the Ethical Trade Policy is to address the requirements of Batlow Fruit Company Pty Ltd regarding human and labour rights, business ethics, health and safety and environmental impact in all our operations and dealings.

POLICY:

Batlow Fruit Company Pty Ltd (BFC) will comply with all local laws and regulations regarding labour, health, safety and the environment, and where applicable (or in the absence of local legislation) abide by the principles of internationally recognised codes of practice, including:

- Ethical Trade Initiative (ETI) Base Code
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work
- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Human Right to Water and Sanitation
- OECD Guidelines for Multinational Enterprises
- Children's Rights and Business Principles
- Convention on Migrant Workers
- Global LGBTI Standards for Business

Principles

The Batlow Fruit Company will and expects all Suppliers and entities to also act in an ethical manner by conducting themselves professionally and consistently with the following principles:

Forced/ Bonded Labour

Suppliers must not use Forced, Bonded or Involuntary Labour.

Employment must be freely chosen.

Workers must not be required to lodge deposits or original identity papers with suppliers.

Workers must be free to leave their employment after reasonable notice.

Child Labour

Suppliers must not use child labour. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential, or that is harmful to their physical and mental development.

Suppliers must be able to verify the age of all employees to ensure no child labour is used. Coles refers to the International

Labour Organization's Minimum Age Convention, 1973 (No. 138), where the minimum age for work is defined as being below the age for finishing compulsory schooling, and in any case not less than 15 years of age.

Rights to Work

Suppliers must not use Illegal Labour.

Suppliers must be able to verify the legal entitlement of their employees to work in the country of employment.

Harsh or Inhumane Treatment

Physical abuse or physical discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited.

Business Integrity

Suppliers must engage professional business ethics in all dealings and provide transparent documentation and records.

Bribes, favours, benefits or other similar unlawful or improper payments, in cash or in kind, are strictly prohibited, whether given to obtain business or otherwise.

Wages and Benefits

Wages and benefits paid for a standard working week must meet as a minimum national or industry standards, whichever is the higher.

All workers must be provided with written and understandable information about their employment conditions in respect to wages, before they enter employment, and about the particulars of their wages for the pay period concerned each time that are paid.

Deductions from wages may only occur with the express written permission of the worker concerned.

Working Hours

Including any overtime, workers must not work above the maximum hours per week or per month as stipulated by local laws, or where local laws do not exist, a total of 60 hours per week.

Workers must have at least one day off in 7 days or two days off in every 14 days.

Overtime must be voluntary and compensated as prescribed by legislation.

Record keeping on hours worked must be accurate, complete and transparent at all times.

Freedom of Association

Suppliers acknowledge that workers have a right to freedom of association and to bargain collectively.

Workers have a right to join or form trade unions of their choosing. Suppliers are required to adopt an open attitude towards the activities of trade unions and their organisation activities.

Where the right to freedom of association and collective bargaining are restricted under local laws, suppliers will not hinder the development of alternative means of independent and free association and bargaining.

Safe Working Conditions

Plant and systems of work which are safe and without risk to health will be provided.

Suppliers will provide workers with a safe and clean working environment taking into consideration the prevailing knowledge of the industry and of any specific hazards.

Workers must receive adequate, recorded training to perform their jobs in a safe manner.

Personal protective equipment must be supplied, and workers trained in its use.

Safeguards on machinery must meet or exceed local laws.

Where suppliers provide worker accommodation, it must be clean, safe and meet the basic needs of workers.

Workers must have access to clean toilet facilities, clean drinking water and where appropriate sanitary facilities for food storage and preparation.

Discrimination

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Regular Employment

To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

Employees who have a regular employment relationship with their employer are afforded a number of obligations from their employer relating to labour and social security laws and regulations. These obligations shall not be avoided using labour-only contracting, sub-contracting, home-working arrangements, fixed term contracts or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

Environment


Suppliers must comply with local and national environmental laws and regulations.

Documentation and Policies

Appropriate documentation is in place to ensure effective ethical management practices.

Appropriate policies are developed to ensure effective management of ethical issues.

Signed:


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(Chairman of the Board)

Date: 21/9/22,
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