ILO/CORE LABOUR REQUIREMENT POLICY STATEMENT

Custodian: General Manager | Authorised by: General Manager

The ILO Declaration on Fundamental Principles and Rights at Work, 1998 is a commitment that all member countries of the International Labour Organization signed up to, for which Australia is a member country. The ILO Declaration on Fundamental Principles and Rights as Work is the premise upon which Core Labour Requirements were developed.

1 Rights and obligations established by national and State law

Aussie Pallets recognises the legal requirements set down by national and State law that relate to the fundamental requirements of this policy. Applicable laws include:

Commonwealth Legislation	Commonwealth Legislation
Age Discrimination Act 2004	Sex Discrimination Act 1984
Disability Discrimination Act 1992	Work Health and Safety Act 2011
Equal Employment Opportunity Act 1987	Workplace Gender Equality Act 2012
Fair Entitlements Guarantee Act 2012	**Victorian Legislation**
Fair Work Act 2009	Charter of Human Rights and Responsibilities Act 2006
Modern Slavery Act 2018	Child Employment Act 2003
Paid Parental Leave Act 2010	Equal Opportunity Act 2010
Racial Discrimination Act 1975	Occupational Health and Safety Act 2004

Aussie Pallets will comply with all Commonwealth and State legislative requirements.

2 Abolition of child labour

Aussie Pallets will not use child labour. Aussie Pallets will not employ workers below the age of 15. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.

Aussie Pallets prohibits the worst forms of child labour.

To ensure children are not employed, Aussie Pallets will verify the age of its employees upon employment, and any apprentices or trainees are signed up through an Australian Apprenticeship Support Network provider. Any person employed under the age of 18 must have parent/guardian approval.

Aussie Pallets will not use recruitment or employment agencies to ensure children are not employed.

3 Elimination of all forms of forced and compulsory labour

Aussie Pallets shall eliminate all forms of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty. Aussie Pallets prohibits any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- physical and sexual violence
- bonded labour
- withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- restriction of mobility/movement
- retention of passport and identity documents
- threats of denunciation to the authorities.

To ensure there are no forms of forced or compulsory labour, Aussie Pallets will ensure all employees have an employment letter of offer or work agreement or contract that demonstrates that the employee can leave upon notice to Aussie Pallets. Employment with Aussie Pallets is consistent with the Fair Work Australia employment conditions.

Employment with Aussie Pallets is voluntary, and workers can choose to leave their employment at any time without pressure, coercion or threat. Workers can move through the organisation/site without unreasonable restrictions.

Aussie Pallets do not nor will not hold any personal documents of their employees. Workers to not pay any fees to access employment to the organisation.

4 No discrimination in employment and occupation

Aussie Pallets shall ensure that there is no discrimination in employment and occupation. Employment and occupation practices are non-discriminatory. Aussie Pallets will not tolerate any form of harassment, discrimination and/or victimisation based on any grounds, including, but not limited to, the following:

- Sex
- Chosen gender
- Sexuality
- Age
- Religion
- Political opinion
- Medical record
- Marital or partnership status
- Race, colour, nationality, descent and ethnic, ethno-religious or national extraction
- Physical or intellectual disability
- Family or carer's responsibilities
- Trade union membership or non-membership
- Trade union or employee representative activity
- Criminal record
- Spouse or partner's identity
- Pregnancy or potential pregnancy

Aussie Pallets provides equal opportunity for all staff to:

- Overtime
- Training
- Promotion

Aussie Pallets has the following supporting policies:

- Anti-Discrimination and Sexual Harassment Policy

Employment is based on the qualifications and experience for a role, not on race, gender, age or religion. Aussie Pallets is an equal employment opportunity employer.

Grievances will be addressed in line with the Employee Feedback Policy.

5 Respect freedom of association and effective right to collective bargaining

Aussie Pallets respects freedom of association and the effective right to collective bargaining. Workers are able to establish or join worker organizations of their own choosing. Workers are free to make their own decisions and choices on joining unions and are not penalised for either joining a union or choosing not to join a union. Aussie Pallets respects the full freedom of workers' organizations to draw up their constitutions and rules.

Aussie Pallets respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

Aussie Pallets negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

Aussie Pallets staff have individual contracts and collective bargaining agreements are not in place.

6 Availability

This ILO/Core Labour Requirement Policy Statement will be made available to stakeholders on the organisation's website.

7 Approval

Signed:

Name: James Love

Position: Manager

Date: 26/08/2026