

FSC CORE LABOUR REQUIREMENT POLICY STATEMENT

Custodian:

Authorised by:

FSC CORE LABOUR REQUIREMENT POLICY STATEMENT

1 Rights and obligations established by national and State law

Titan Access Floors Pty Ltd 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	New South Wales Legislation
Age Discrimination Act 2004	Anti-Discrimination Act 1977
Disability Discrimination Act 1992	Disability Inclusion Act 2014
Equal Employment Opportunity Act 1987	Modern Slavery Act 2018
Fair Entitlements Guarantee Act 2012	Work Health and Safety Act 2011
Fair Work Act 2009	
Modern Slavery Act 2018	
Paid Parental Leave Act 2010	
Racial Discrimination Act 1975	
Sex Discrimination Act 1984	
Work Health and Safety Act 2011	
Workplace Gender Equality Act 2012	

Titan Access Floors Pty Ltd will comply with all Commonwealth and State legislative requirements.

2 Abolition of child labour

Titan Access Floors Pty Ltd will not use child labour.

Titan Access Floors Pty Ltd will not employ workers below the age of 15, or below the minimum age dictated by State or Commonwealth law, whichever age is higher.

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.

Titan Access Floors Pty Ltd prohibits the worst forms of child labour.

To ensure children are not employed, Titan Access Floors Pty Ltd will verify the age of its employees upon employment.

Titan Access Floors Pty Ltd do not use recruitment or employment agencies to ensure children are not employed.

3 Elimination of all forms of forced and compulsory labour

Titan Access Floors Pty Ltd shall eliminate all forms of forced and compulsory labour.

Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

Titan Access Floors Pty Ltd 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, Titan Access Floors Pty Ltd 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 Titan Access Floors Pty Ltd.

Employment with Titan Access Floors Pty Ltd 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.

Titan Access Floors Pty Ltd do not hold any personal documents of their employees. Workers to not pay any fees to access employment to the organisation.

NB: All printed copies of this document are uncontrolled. Refer to the electronic copy on the Management System for the latest version.

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4 No discrimination in employment and occupation

Titan Access Floors Pty Ltd shall ensure that there is no discrimination in employment and occupation. Employment and occupation practices are non-discriminatory.

Titan Access Floors Pty Ltd 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

Titan Access Floors Pty Ltd provides equal opportunity for all staff to:

- Overtime
- Training
- Promotion

5 Respect freedom of association and effective right to collective bargaining

Titan Access Floors Pty Ltd respects freedom of association and the effective right to collective bargaining. Workers are able to establish or join worker organizations of their own choosing.

Titan Access Floors Pty Ltd respects the full freedom of workers' organizations to draw up their constitutions and rules.

Titan Access Floors Pty Ltd 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.

Titan Access Floors Pty Ltd 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.

Titan Access Floors Pty Ltd staff have individual contracts and collective bargaining agreements are not in place.

6 Availability

This FSC Core Labour Requirement Policy Statement will be made available to stakeholders upon request.

7 Approval

Signed: *mark gray*
Name: Mark Gray
Position: Managing Director
Date: 21-03-2023