



Human Rights Policy Statement

1. Objective

This Human Rights Policy Statement outlines standards to ensure that all workers are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. ANC is committed to upholding the protection of human rights of all workers where it is possible through our sphere of influence. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard. ANC supports the principles proclaimed in the ten principals of the United Nations Global Compact and believes businesses should ensure that they are not complicit in human rights abuses.

2. Scope

This policy applies to staff, contractors, visitors, volunteers and labour hire of ANC.

This policy is intended to state ANC's position to all of our workers and other stakeholders.

3. Elements

Freely Chosen Employment

Debt bondage: Forced, bonded or indentured labour; involuntary prison labour; slavery or trafficking of persons shall not be used, tolerated or condoned.

No Underage Workers

ANC support and uphold the provisions of the Industrial Relations (Child Employment) Act 2006 (NSW) on child labour. In particular we will not tolerate child labour in our own operations or those of our suppliers. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the state, whichever is greatest.

Minimum Wage and Benefits

Remuneration paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Humane Treatment

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

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Anti-Discrimination

We are committed to a workforce that is free of harassment and unlawful discrimination, including race, age, impairment, religion, sex or gender identity, relationship status, pregnancy, family responsibilities, trade union activity, political belief or any other status protection by the laws or regulation in the state of NSW.

Freedom of Association and Collective Bargaining

We believe that workers' rights are best practiced by allowing each worker to deal directly with management on issues of importance to that worker. We also respect the rights of workers to associate or not associate with third party organisations, join or not join labour unions, seek representation, bargain or not bargain collectively with local laws.

Workplace Health and Safety

ANC is committed to providing and maintaining a safe and healthy workplace by eliminating or minimising the risk of injury to people, and the risk of damage to plant and equipment. Workers are to be in a safe work environment. Where necessary, workers will be provided with suitable, safe and well-maintained equipment, including personal protective equipment. Workers will receive information, instruction, training and supervision to ensure competence and safety. Safe systems of work (policies, procedures and safe work method statements) shall be implemented for our workers.

4. Review

This policy will be reviewed every two years and distributed to workers.

5. Acknowledgements

References:

- United Nations Global Compact – The Ten Principles
- Workplace Health and Safety Act's
- Anti-Discrimination Act 1977 (NSW)
- Discrimination Act 1991 (ACT)
- Anti-Discrimination Act 2015 (NT)
- Anti-Discrimination Act 1991 (QLD)
- Equal Opportunity Act 1984 (SA)
- Anti-Discrimination Act 1998 (TAS)
- Equal Opportunity Act 2010 (VIC)
- Equal Opportunity Act 1984 (WA)
- Industrial Relations (Child Employment) Act 2006 (NSW)

Authorised by: James Taylor

Signature: *James Taylor*

Position Title: Director

Date: 27th Sept 2019

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