

## FSC Core Labour Requirements Policy Statement

New Forests Timber Products Pty Ltd has ensured its operations meet all of the FSC core labour requirements.

These include:

- The prohibition on the use of child labour, except in identified circumstances:
- We know and understand the statutory legal minimum ages of employing children in each State of our operation, and the school leaving age and any other conditions that apply.
- Those under 18 only conduct hazardous or heavy work within the context of an approved apprenticeship or traineeship; and
- We ensure that at all times any person employed between the ages of 15 and 18 are paid according to the relevant modern award and that such employment is not harmful to their health or development.
- The prohibition on all forms of forced labour:
- We do not restrict workers, withhold funds for payment of obligations (unless required by law – eg Child Support payments), withhold passports or identification documents from them.
- All employees are recruited into roles and paid minimum rates as prescribed by the relevant modern award/EBA and endorses the right of every worker to freedom of association and the right to collective bargaining.
- All employees are verified to have the right to live and work in Australia under the relevant visa, residency, or citizenship requirements.
- Ensuring our workplace is free from all forms of discrimination:
- We strive to have a diverse workforce in terms of age, ethnicity, gender, and other characteristics.
- When recruiting for roles, we select the best candidate for the role without discrimination.
- We ensure all employees are presented with equal opportunity to apply for other internal roles, promotion, salary increase and advancement.
- We maintain a strict anti-discrimination policy in compliance with Australian Law.
- In all circumstances, we have implemented whichever is the highest requirement - whether it be Australian Law or the FSC Standard into our operation. To ensure compliance, we have completed a self-assessment and keep records to demonstrate compliance. The implementation of our commitment is then independently audited by our Certification Body annually.