

# Core Labour Statement of Values

The following statement is made in accordance with the core labour requirements as published by FSC (FSC-STD-40-004 V3-1) with reference to the Fair Work Act 2009.

Complete Colour Printing Pty Ltd. recognizes the importance of maintaining and promoting the fundamental human rights of our staff and partners by operating under programs and policies that:

- Ensure employment is non-discriminatory, based on mutual consent, without threat of penalty
- Promote a workplace free from discrimination and harassment
- Prohibit child labour, forced labour, and human trafficking
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with applicable laws and regulations
- Provide humane and safe working conditions
- Recognize our employee's rights to freedom of association and collective bargaining

We commit to holding ourselves, our suppliers, outsourcers, and our business associates accountable to these values and policies as below:

## Forced Labour and Human Trafficking

Complete Colour Printing Pty Ltd. prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour, and any form of human trafficking. Withholding of wages, restriction of mobility/movement, and retention of identity documents will not be tolerated in the workplace.

## Child Labour

Complete Colour Printing Pty Ltd. does not normally employ individuals under 18 or the local minimum age defined by applicable laws and regulations. Younger workers may be employed through company-approved short-term internships, apprenticeships, or work experience programs. Still, they are never permitted to do work that may threaten their health and safety or hinder their education or vocational progress.

## Safe and Healthy Working Conditions

Complete Colour Printing Pty Ltd. always seeks to provide and maintain a safe and healthy workplace and complies with applicable safety and health laws and regulations. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including identifying hazards and remediation of health and safety issues.

## **Freedom of Association and Collective Bargaining**

Complete Colour Printing Pty Ltd. respects our employee's right to form, join, or not join labor unions without fear of reprisal, intimidation, harassment, or prejudice. When a legally recognized union represents employees, we are committed to establishing a constructive dialogue and bargaining with their freely chosen representatives in good faith.

## **Working Hours, Wages, and Benefits**

Complete Colour Printing Pty Ltd. strives to compensate employees competitively and strictly complies with all applicable laws governing working hours, wages, and benefits.