



Piber Plastics Australia Pty Ltd

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HUMAN RIGHTS AND ETHICAL TRADING POLICY

Application

This policy applies to all employees of Piber Plastics Australia Pty Ltd (ABN 63 601 521 859)

This includes:

- Full time, part time, casual, permanent, or temporary employees
- Contractors
- Volunteers, vocational and work experience placements

Policy

Piber Plastics Australia is committed to ethical and responsible trading practices, consistent with local laws and the international standards. These include the principles of:

- Employment being freely chosen.
- The freedom of association and the right to collective bargaining.
- Providing safe and hygienic working conditions.
- Not using Child Labour, in accordance with local laws and our Young Worker and Child Labour Policy where no minimum age exists.
- Providing living wages in accordance with Fair Work Act 2009 and relevant modern awards, contracts, industrial agreements, and other relevant laws.
- Ensuring working hours are not excessive, and where long working hours and days are required, ensuring that appropriate safeguards are in place to protect workers health and safety.
- Ensuring no discrimination is practiced based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership and political affiliation.
- Providing regular employment where possible.
- Ensuring no harsh or inhumane treatment towards workers is allowed.

In addition, Piber Plastics Australia Pty Ltd is committed to ensuring its policies and practices reflect the internationally recognised human rights, promoting a culture of respect, inclusion, and diversity. Where reasonably practicable, Piber Plastics Australia Pty Ltd expects its suppliers to ensure their practices respect human rights and implement the principles in their organisations and through their supply chain.

Further Information

Any questions regarding this policy should be directed to Piber Plastics Australia Pty Ltd.

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