

Labour Rights Principles

Employment conditions	All employees (including migrants and casuals) shall have employment agreements and are provided with understandable information about their employment conditions. Working hours, as a minimum, comply with national legislation. Overtime is voluntary and employment conditions are stipulated in employment agreements
Fair Remuneration	As a minimum wages and salaries correspond with national legal requirements and accurate record keeping systems are in place. Any reductions not required by law must have employee consent.
Forced labour	All staff shall enter into employment of their own free will. The use of forced or bonded labour will not be tolerated
Child labour	Young workers under the age of 15 shall not undertake work that affects their health and personal development, or prevents them from attending compulsory schooling
Exploitation	Employees will not be exploited or subjected to mental, physical or other types of abuse. Employers shall not avoid their obligations by treating employees as contractors. The unlawful use of migrant labour will not be tolerated.
Health and Safety	Employers must ensure, so far as is reasonably practicable, that people are not put at risk from work arrangements or activities. Engagement shall take place with workers regarding matters that affect their health and safety. Personal protective equipment and clothing shall be provided and workers shall be appropriately trained and supervised to perform work without risk to their health and safety.
Freedom of Association	Employees have the right to join or form trade unions of their own choosing and to bargain collectively will be respected.
Discrimination	There will be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
Dispute Resolution	There shall be a system for the prompt and fair resolution of employee disputes which may arise in the workplace.