



HUMAN RIGHTS AND ETHICAL TRADING POLICY

APPLICATION

This policy applies to all employees of Northern Valley Packers Pty Ltd (ABN 75 615 887 744), Sandgroper Fruits Pty Ltd (ABN 84 611 966 931), and Moora Citrus Pty Ltd (ABN 57 118 432 983).

This includes:

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

POLICY

Northern Valley Packers is committed to ethical and responsible trading practices, consistent with local laws and the international standards outlined in the Ethical Trading Initiative Base Code (**ETI Base Code**). These include the ETI Base Code 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, Northern Valley Packers is committed to ensuring its policies and practices reflect the internationally recognised human rights, promoting a culture of respect, inclusion and diversity.

EXPECTATION

We expect our suppliers to support the ethical standards set out in this Policy with regard to workplace safety, environment and fair pay and employment conditions.

This Policy sets out the standards that we expect all of our suppliers to comply with when producing and supplying products for Northern Valley Packers, no matter where they operate in the world. We recognise that full compliance with

these criteria may take time for some suppliers, and we are committed to working with our suppliers to implement improvement plans and help them achieve compliance.

Our suppliers must commit to complying with the following requirements, many of which are drawn from the Ethical Trading Initiative (ETI) and International Labour Organisation (ILO) Conventions. These requirements represent minimum standards based on the principles of the United Nations Universal Declaration of Human Rights.

FURTHER INFORMATION

Further information on the ETI Base Code can be found at www.ethicaltrade.org. For more information on Northern Valley Packers Ethical Sourcing and Human Right Policy or if you are an existing or prospective supplier with questions or comments, please email to admin@nvpackers.com.au with attention to Compliance Manager.