

1 Rights and obligations established by national and State law

Fenning Timbers recognises the legal requirements set down by national and State law that relate to the fundamental requirements of this policy. Applicable laws include:

Commonwealth Legislation	Victorian Legislation
Age Discrimination Act 2004	Charter of Human Rights and Responsibilities Act 2006
Disability Discrimination Act 1992	Child Employment Act 2003
Equal Employment Opportunity Act 1987	Equal Opportunity Act 2010
Fair Entitlements Guarantee Act 2012	Occupational Health and Safety Act 2004
Fair Work Act 2009	
Modern Slavery Act 2018	
Paid Parental Leave Act 2010	
Racial Discrimination Act 1975	
Sex Discrimination Act 1984	
Work Health and Safety Act 2011	
Workplace Gender Equality Act 2012	

Fenning Timbers will comply with all Commonwealth and State legislative requirements.

2 Abolition of child labour

Fenning Timbers will not use child labour and will not employ workers below the age of 15.

No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.

Fenning Timbers prohibits the worst forms of child labour.

To ensure children are not employed, Fenning Timbers will verify the age of its employees upon employment, and any apprentices or trainees are signed up through an Australian Apprenticeship Support Network provider (or New Zealand equivalent).

Fenning Timbers do not use recruitment or employment agencies to ensure children are not employed.

3 Elimination of all forms of forced and compulsory labour

Fenning Timbers shall eliminate all forms of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty. Fenning Timbers prohibits any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- physical and sexual violence
- bonded labour
- withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- restriction of mobility/movement
- retention of passport and identity documents
- threats of denunciation to the authorities.

To ensure there are no forms of forced or compulsory labour, Fenning Timbers will ensure all employees have an employment letter of offer or work agreement or contract that demonstrates that the employee can leave upon notice to Fenning Timbers.

Employment with Fenning Timbers is voluntary, and workers can choose to leave their employment at any time without pressure, coercion or threat. Workers can move through the organisation/site without unreasonable restrictions.

Fenning Timbers do not hold any personal documents of their employees. Workers to not pay any fees to access employment to the organisation.

4 No discrimination in employment and occupation

Fenning Timbers shall ensure that there is no discrimination in employment and occupation. Employment and occupation practices are non-discriminatory.

Fenning Timbers will not tolerate any form of harassment, discrimination and/or victimisation based on any grounds, including, but not limited to, the following:

- Sex
- Chosen gender
- Sexuality
- Age
- Religion
- Political opinion
- Medical record
- Marital or partnership status
- Race, colour, nationality, descent and ethnic, ethno-religious or national extraction
- Physical or intellectual disability
- Family or carer's responsibilities
- Trade union membership or non-membership
- Trade union or employee representative activity
- Criminal record
- Spouse or partner's identity
- Pregnancy or potential pregnancy

Fenning Timbers provides equal opportunity for all staff to:

- Overtime
- Training
- Promotion

Grievances are assessed in line with the Grievance Procedure.

5 Respect freedom of association and effective right to collective bargaining

Fenning Timbers respects freedom of association and the effective right to collective bargaining. Workers are able to establish or join worker organizations of their own choosing.

Fenning Timbers respects the full freedom of workers' organizations to draw up their constitutions and rules.

Fenning Timbers respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

Fenning Timbers negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

Fenning Timbers staff have individual contracts and collective bargaining agreements are not in place.

6 Availability

This Core Labour and ILO Requirement Policy Statement will be made available to stakeholders upon request. A statement has been placed on the Company's website to indicate availability of this document.

7 Approval

Signed:

Name:

Position:

Date:

Leonard Fenning
LEONARD FENNING
DIRECTOR
05.09.2025

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Fennings Core Labour ILO Requirements Policy

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Fenning Timbers Bairnsdale Pty Ltd
Core Labour Policy Statement

Custodian: General Manager

Authorised by: General Manager

1.0	09/08/2025	Initial issue
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