# Fair and Ethical Trade Statement

## Introduction

At Self Help Workplace we are committed to conducting our social enterprise ethically and responsibly and expect our partners, customers and suppliers to meet our standards for business integrity, labour, human rights, health and safety and the environment.

The commitments below, in conjunction with Self Help Workplace's governance framework, policies and procedures together articulate Self Help Workplace's commitment to fair and ethical trade.

## Commitments

Self Help Workplace is a values based organisation and will not will not conduct business nor partner or enter commercial agreement with businesses that do not adhere to the following standards:

**Child exploitation**
Self Help Workplace will not hire, nor engage for free or paid labour, any child under the age of 15 with the exception of school aged students who may, by signed agreement from all parties, attend the workplace for the purposes of school endorsed work based learning.

**Forced or compulsory labour**
Self Help Workplace will not coerce nor enforce individuals to work against their will. Terms of cessation of employment is outlined clearly in employment documentation and complies with workplace law.

**Discrimination**
Self Help Workplace provides an equal employment opportunity policy for all employees without discrimination against race, gender, religion, colour, ethnicity, marital status and any disability or impairment.

**Freedom of Association**
Self Help Workplace staff, employees and volunteers have the right to collective bargaining and are free to seek advice from or join a union and/or meet with union representatives at the worksite.

**Environment**
Self Help Workplace will conduct all business with mindfulness to the environment and long term environmental sustainability including, minimising waste, carbon emissions and pollutants and taking steps to continue to protect nature and the environment.

## References

Self Help Workplace's standards and practices are in line with the following legislation (this is not an exhaustive list):

- Fair Work Act 2009
- The Victorian Child Employment Act 2003
- Modern Slavery Act 2018
- Anti-discrimination Act 1998
- Work Health and Safety Act 2012
- Environmental Management &Pollution Control Act 1994
- Australian Human Rights Commission Act 1986
- National Disability Insurance Scheme Act 2013