



CORE LABOUR POLICY

Custodian: Certification Consultant

Authorised by: Certification Consultant

GPFL is committed to compliance with the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions.

1 Rights and obligations established by national and State law

GPFL 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
Australian Human Rights Commission Act 1986	Child Employment Act 2003
Disability Discrimination Act 1992	Equal Opportunity Act 2010
Fair Entitlements Guarantee Act 2012	Gender Equality Act 2020
Fair Work Act 2009	Mental Health and Wellbeing Act 2022
Modern Slavery Act 2018	Occupational Health and Safety Act 2004
Paid Parental Leave Act 2010	Racial and Religious Tolerance Act 2001
Racial Discrimination Act 1975	
Sex Discrimination Act 1984	
Work Health and Safety Act 2011	
Workplace Gender Equality Act 2012	

GPFL will comply with all Commonwealth and State legislative requirements.

2 Abolition of child labour

GPFL will not use child labour.

GPFL will not employ workers below the age of 15, or below the minimum age dictated by State or Commonwealth law, whichever age is higher.

Where the law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.

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.

GPFL prohibits the worst forms of child labour. To ensure children are not employed, GPFL will verify the age of its employees upon employment, and any apprentices or trainees are signed up through an Australian Apprenticeship Support Network provider.

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

3 Elimination of all forms of forced and compulsory labour

GPFL shall eliminate all forms of forced and compulsory labour.

Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

GPFL 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, GPFL 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 GPFL.

Employment with GPFL 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.

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

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4 No discrimination in employment and occupation

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

GPFL will not tolerate any form of harassment, discrimination and/or victimization 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

GPFL provides equal opportunity for all staff to training and promotions.

5 Respect freedom of association and effective right to collective bargaining

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

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

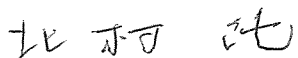
GPFL respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

GPFL will negotiate with lawfully established workers' organizations and/ or duly selected representatives in good faith. GPFL workers are all on individual workplace contracts.

6 Availability

This Core Labour Policy 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: JUN KITAMURA
Position: Director
Date: 7 Mar 2025

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Page 2 of 2