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Social Compliance Policy

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Background.

At WAMMCO International, we believe that our success is built on a foundation of sound personal and professional integrity. We understand the challenge of ensuring high social, ethical and environmental standards within our business and throughout our supply chain and are committed to working collaboratively with our suppliers, and customers to ensure that these standards are continually improving. In order to achieve this, WAMMCO International has developed this social compliance policy based on the internationally acknowledged Ethical Trading Initiative base code.

This Policy defines minimum standards, along with the basic principles we expect to be acknowledged and adhered to from all of our suppliers and contractors. We are committed to ensuring that the standards outlined in the policy are effectively implemented, measured, and monitored throughout our supply chain and we require the support of our suppliers to achieve this goal.

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Scope.

WAMMCO International management defines this policy as relevant to the organisation itself, its contractors, subcontractors, suppliers and other parties engaged through the supply chain. WAMMCO has documented procedures to underpin the social compliance policy, these being.

- Hiring procedures encompassing comprehensive interviews and inductions with full explanation of pay rates, hours of employment, attendance expectations and company history and vision.
- Approved Supplier Programs.
- Working hours and wage management procedures.
- General facility management (Operational Hygiene).
- Emergency preparedness procedures.
- Occupational safety and health procedures that deal with all aspects of employee safety, from induction to on the job and continual training.
- Chemical purchase, storage, usage, and management procedures.

General Provisions.

This policy communicates our values and expectations and emphasizes the importance of responsible workplace policies and practices, which comply, at a minimum, with applicable occupational safety and health, environmental and labour laws, and regulations.

Freedom of Association.

Employees without distinction, have the right to join and form trade unions of their own choosing and WAMMCO will remain strictly neutral on the matter of workers' choice to unionise or not unionise.

Employment is freely chosen.

There is no forced, bonded, indentured or prison labour utilised at WAMMCO International Katanning. Workers are free to leave their position at any time after reasonable notice is given.

Collective Bargaining.

Workers have the right to engage in collective bargaining.

Working Conditions.

Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Applicable Occupational Safety and Health regulations will be adhered to, and a working environment which is safe, hygienic and conducive to good ergonomic wellbeing shall be provided.

Access to clean prayer rooms, toilet facilities, potable water, and sanitary facilities for food storage shall be provided.

Responsibility for Occupational Safety and Health shall be assigned to a senior management representative; however, it must be accepted, by all employees, that they have responsibility to share an equal role in delivering positive safety and health outcomes on site under the Work Health and Safety Act 2022.

Notice boards in amenities promote English learning, union membership, and community engagement interests for new employees.

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Child Labour.

- WAMMCO International does not engage in or support the use of illegal child labour and a person's employment eligibility is based on applicable Australian Laws and Regulations.
- WAMMCO International's Suppliers and Contractors must not recruit child labour.
- Young people of year 11 or 12 school age must be under an NOA (Notice of Arrangement) issued by the Department of Education and approved by the minister or his/her delegate.
- An NOA is specifically used for young people in the final years of compulsory education (typically Year 11 and 12). An NOA is used for an alternative to full time school in one or more activities such as approved forms of education, training, or employment. A combination of activities is permissible provided they equate in total to full-time participation. The NOA remains active until the young person reaches 18 years of age.
- The Australian Meat Industry cannot recruit children that do not fall into the NOA category.
- No hazardous or night work is carried out by anyone under the age of 18.

Fair wages are paid.

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Wages shall be paid directly to the workers, at the agreed intervals and in full.

Terms and conditions of employment will be compliant with national legislation.

Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Working Hours.

- Working hours comply with national laws.
- Working hours comply with applicable hour and benefits laws.
- Working hours may exceed 60 hours in any 7-day period in circumstances where all of the following are met.
- This is allowed by National law.
- This is allowed by a collective agreement freely negotiated with a workers organisation representing a significant proportion of the workforce.
- Appropriate safeguards are taken to protect the workers' health and safety.
- The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies.

No discrimination is tolerated.

WAMMCO International, Suppliers and Contractors must comply fully with local laws regarding equality of employment opportunities and workplace conditions.

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, nationality, origin, religion, age, disability, gender, marital status, sexual orientation, or political affiliation, as per WAMMCO International's discrimination policy.

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Regular employment is provided.

To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, subcontracting, or home working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

No harsh or inhumane treatment is accepted.

Physical abuse or discipline, bullying, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

All disciplinary actions must be recorded and be fair, proportionate, and fully compliant with applicable local laws and regulations.

Protection of the environment.

WAMMCO International conducts business in compliance with all applicable environmental laws, rules, and regulations, and in accordance with its licence, issued under the environmental protection act 1986.

Waste is minimized and items diverted for recycling wherever this is practicable.

Effective controls of waste in respect of ground, air and water pollution are adopted.

In the case of emergency situations, local HAZMAT and Fire and Rescue are contacted via 000, the emergency response plan has been developed onsite, and will be implemented as WAMMCO personnel evaluate the situation.

In respect of packaging and paper, undue and unnecessary use of materials is avoided, and recycled materials are used whenever appropriate.

In respect of energy use, all production and delivery processes, including the use of heating, ventilation, lighting, IT systems and transportation, are based on the need to maximize efficient energy use and to minimize harmful emissions.

Business Integrity.

WAMMCO International strives to provide a workplace free of bribery and corruption by complying with all applicable laws relating to bribery, money laundering and/or corruption as well as prohibiting the exchange of money or anything else of value to or from anyone, including government officials, to influence actions or obtain an improper advantage.

Implementation of the Social Compliance Policy.

WAMMCO International is committed not only to comply with this Policy within its own business, but to working collaboratively with its suppliers and contractors to drive social awareness throughout the supply chain.

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WAMMCO International Commits To:

- Allocate the required resources in order to fully implement the Policy, including an internal system to record and monitor compliance throughout the supply base to this Policy.
- Assign responsibility for the implementation of this Policy to an appropriately trained management representative who will provide stakeholders with the Policy, compliance updates and ensure the policy is displayed in prominent locations throughout the establishment in “local language”, as well as key internal demographic translations.
- Work collaboratively with our suppliers, supporting them in the improvement of social, ethical and environmental standards, where required and appropriate.
- Full compliance with this Policy within our own business and to ensuring that all relevant employees are aware of the Social Compliance Policy.
- Acknowledge specific national, regional and cultural challenges that may affect compliance.
- Recognize suppliers’ own standards where they are comparable to our own.

Grievance Procedure.

The WAMMCO International grievance procedures are documented in the WAMMCO International (Katanning Division) AMIEU Processing Agreement (2022) and the WAMMCO International (Katanning Division) Maintenance Employees Enterprise Agreement (2023) and are fully described during the initial on plant induction given to all new employees.

Staff should behave in a consistently ethical, competent, and reliable manner. Any concerns about dishonest or inefficient practices can be reported directly in an anonymous method to the Plant Manager on 1800199197. All reports are treated confidentially, and the Plant Manager will dedicate adequate resources to assess and action the report as deemed appropriate.

Continuous Improvement.

The Social Compliance Policy will be internally audited at least annually, and specifically, the policy will be routinely reviewed at the Company’s Management Review Meetings.

Additionally, the dedicated Occupational Health and Safety Officer will ensure that the most current legislation and international social expectations are collated, reviewed, and implemented as required to ensure the adequacy of the Social Compliance Policy Statement, ensuring that WAMMCO International has a workforce it is proud of, and that is proud to be associated with WAMMCO International.



Anthony Bessell
WAMMCO International
Katanning Plant Manager

Date: 09/02/2024