

# Scott Pallets

## Core labour Policy Statement

In the application of the core labour requirements, the Company shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements. As such, it shall: -

Not use Child Labour -

- Not use child labour, i.e., employ workers below the age of 15 for full-time workers or as governed by national law if employing persons between the ages of 13 to 15 years on a part-time basis for 'light work' so as not to affect their health and safety or interfere with their education.
- Ensure that 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 regulations.
- Prohibit the worst forms of child labour.

Not use Forced Labour -

- Not engage in any form of forced and compulsory labour.
- Ensure employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

Not engage in Discrimination -

Ensure that there is no discrimination in employment and occupation. Respect Freedom of Association and the Right to Collective Bargaining -

- Enable workers to establish or join worker organizations of their own choosing and respect the full freedom of workers' organizations to draw up their constitutions and rules.
- Respect 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.
- Shall negotiate with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement and assist in their implementation where they exist.



Scott Grant  
Managing Director  
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