



Greenham Group Child Labour Policy



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Integration with Mission and Values

STATEMENT OF INTENT

At HW Greenham our mission is, to:

- Efficiently produce the highest quality beef products.
- Strive to be leaders within our Industry.
- Provide our suppliers and customers with the best quality and service possible.
- Be a workforce that seeks excellence, and
- Continually improve on everything we do for the long term benefit of all our stakeholders.

In conducting ourselves, we have five core values that drive our behaviours, namely:

- **Integrity** – we are ethical, transparent and inclusive in all dealings with suppliers and customers.
- **Safety** – we provide a safe and healthy workplace for all staff, contractors and visitors.
- **People** – we value our employees and work together to better our industry.
- **Ideas** – we embrace innovation and are driven by an improvement culture, and
- **Community** - We are ardent supporters of local communities and organisations, particularly in rural areas.

The mission and core values are designed to guide our actions and how we interact with one another on a daily basis and are fundamental to the way we do business.

The Greenham Group Child Labour Policy provides guidelines and direction regarding the employment of children and juniors in HW Greenham locations.

By complying with this policy and applying the mission and core values in all we do, we move towards trusted and mutually successful relationships with our customers, suppliers, colleagues, and the community.

HW Greenham fully expects that all employees are committed to and will uphold the standards and values contained within the Greenham Group Child Labour Policy. Compliance with this policy for all employees is a requirement of employment with HW Greenham and any breach of this policy will be taken seriously, will be investigated and if found, may lead to disciplinary action up to and including termination of employment, depending upon the seriousness of such breach.

For the purposes of this Policy, HW Greenham refers to those companies associated with HW Greenham Group of Companies, as follows :

HW Greenham & Sons Pty. Ltd.
Greenham Tasmania Pty. Ltd.
Greenham Gippsland Pty. Ltd.



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Child Labour Policy

HW Greenham does not support the employment of child labour within its own facilities and those interested parties that make up our supply chain (to the extent to which we are made aware).

HW Greenham differentiates between “child labour” (forced labour having a negative effect upon a child’s mental, physical, social and moral well-being that interferes with their schooling and education) and “child work” (vocational education, after school jobs for a limited number of hours in safe conditions, paid fairly that aids development by teaching life skills, responsibility and maturity).

It is widely reported and accepted that child labour in the workforce exploits children and interferes with a child’s education, schooling and their long term development, depriving them of their childhood

It is HW Greenham policy that:

1. HW Greenham will comply with all Federal and State laws as well as relevant Federal industrial instruments in relation to the employment of children / juniors in the workplace, including but not limited to :
 - Children, Young Persons and their Families Act 1997 (Tas)
 - Children, Youth and Families Act 2005 (Vic)
 - Child Employment Act 2003 (Vic)
 - Australian Human Rights Commission Act 1986 (Cth)
 - Meat Industry Modern Award 2010
2. HW Greenham companies will only allow children / juniors 16 years of age or older to be employed at any of its operations and where children or juniors are employed between 16 years of age and less than 18 years of age, will ensure those children / juniors are paid in accordance with all statutory minimum wages and hours of work.
3. Where any child / junior employed by HW Greenham companies can fully undertake their role at the same standard and competence as an adult employee, that child shall be paid no less than the adult rate applicable for that task or activity.
4. Where any child / junior employed by HW Greenham companies reaches 18 years of age or older, that child / junior shall be paid at the equivalent adult rate of pay for that task or activity.
5. HW Greenham will not engage suppliers who employ child labour in breach of our standards, where that labour is directly employed to work on HW Greenham locations.
6. HW Greenham will seek to influence those suppliers who may engage child labour in supplying products and services to our meat processing operations. This shall be undertaken by way of self-auditing and/or through our quality standards programs (e.g. Never Ever Program, etc.)
7. This policy does not apply to relatives of staff members whose child / junior may be receiving “work experience” throughout any period of approved school holidays and paid no less than the applicable junior rate for that task or activity.



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General Information

Approved by	HW Greenham Board
Responsible Policy owner	Group Human Resources Manager
Contact area	Human Resources
Commencement date	1 st February 2019
Date approved	25 th January 2019
Review	Every three years unless required earlier

Related Company policies:

- Greenham Tasmania Pty Ltd – Meat Processing Enterprise Agreement 2019 (TBC)
- Greenham Gippsland – Meat Processing Enterprise Agreement 2019 (TBC)
- HW Greenham and Sons Pty Ltd – Meat Processing Enterprise Agreement 2018
- Occupational Health & Safety Policy

Related Legislation and Regulation:

- Occupational Health and Safety Act 2004(Vic)
- Work Health and Safety Act 2012 (Tas)
- Children, Young Persons and their Families Act 1997 (Tas)
- Children, Youth and Families Act 2005 (Vic)
- Child Employment Act 2003 (Vic)
- Australian Human Rights Commission Act 1986 (Cth)
- Meat Industry Modern Award 2010



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Background:

- *There are 73 million child labourers employed globally between the ages of 5 and 11 years old.*¹
- *58% of child labour exists within the agriculture sector, working on farms and plantations.*²
- *The number of child labourers has decreased by one third in the past 15 years.*³

Child labour interferes with education, schooling and long-term development by depriving children of their childhood, their potential and their dignity. Child labourers are often trapped in a cycle of poverty are vulnerable to abuse and are forced to work under threat of violence or death.

Child labour also has been shown to increase adult unemployment rates and depress national wage standards, ultimately ending with a society of adults whose skills and capacities have not been fully developed as they should have been.

World Vision reports that all over the world children are being exploited through mentally and physically dangerous work and are being exploited in dangerous industries such as agriculture and mining where it is common that work exceeds reasonable hours and is hazardous putting children at risk of death, injury and disease.

In Australia we have strict legal requirement for Australian children to attend school, minimum legal working age, strict work and safety requirements and the right to be paid a minimum wage. Child labour exploitation is not as big a societal issue in Australia as it is in many third world countries.

Australia is a signatory to the UN Convention on the Rights of the Child, which states its obligation to guarantee *“the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development”*⁴.

As stated in our policy:

HW Greenham does not support the employment of child labour within its own facilities and those interested parties that make up our supply chain (to the extent to which we are made aware).

¹World Vision Australia, “Unlucky for some: 13 myths about child labour”, Page 1.

²World Vision Australia, “Unlucky for some: 13 myths about child labour” Page 4.

³World Vision Australia, “Unlucky for some: 13 myths about child labour” Page 8.

⁴United Nations General Assembly, UN Convention on the Rights of the Child, Article 32(1), 20 November 1989.

