



Supplier Good Social Practice Policy.





*New Zealand Cherry
Growers and Packers*



Supplier Good Social Practice Policy

CentralPac Limited is committed to sourcing goods, services and labour from ethical and responsible suppliers.

Purpose

The purpose of the Good Social Practice Policy is to ensure suppliers of goods, services and labour,

- Do not exploit employees or contractors,
- Comply with international labour conventions and applicable employment law.
- Ensure the safety and wellbeing of their employees and contractors
- Act ethically
- Act in an environmentally friendly manner.

CPL reserves the right to terminate supply arrangements if suppliers are unable to demonstrate compliance with this Good Social Practice Policy.

Suppliers General Obligations

Suppliers are required to comply with this policy and ensure that these or equivalent standards are met in their own supply chain.

Suppliers must reasonably assist CPL in any inquiry by CPL concerning the supplier's compliance with this policy, applicable law, conventions and regulations.

This may include a site inspection and audit of any documentation relevant to compliance with this policy.

A Supplier must only use a subcontractor if the Supplier or a third-party auditor can verify the subcontractor complies with this policy.

Definitions

"Child Labour" means work that deprives children of their childhood, the opportunity to attend school and fulfil their potential and that is harmful to their physical and mental wellbeing and development.

"CPL" means CentralPac Limited

"Supplier" means any supplier of goods, services or labour to CPL.

"Worker(s)" means any individual(s) working for a supplier through a contract of employment, contract of services, subcontract or through a third-party labour hire service.

Legal Requirements

Suppliers must comply with applicable business ethics, labour, and environmental laws in their jurisdiction and to the ILO conventions as outlined in this policy.

ILO Conventions include;

- No. 111 on discrimination
- No. 138 and 182 on minimum age and child labour
- No. 29 and 105 on forced labour
- No. 87 on freedom of association
- No. 98 on the right to organize and collective bargaining,
- No. 100 on equal remuneration and No. 99 on minimum wage

Suppliers subject to NZ law must comply with applicable NZ Legislation, regulations and the ILO conventions as outlined in this policy.

NZ Legislation includes the following:

- Crimes Act 1961
- Domestic Violence - Victims' Protection Act 2018.
- Education Act 1989
- Employment Relations Act 2000
- Equal Pay Act 1972
- Health and Safety at Work Act 2015
- Holidays Act 2003
- Human Rights Act 1993
- Immigration Act 2009
- KiwiSaver Act 2006
- Minimum Wage Act 1983
- Parental Leave and Employment Protection Act 1987
- Privacy Act 1993
- Protected Disclosures Act 2000
- Secret Commissions Act 1910
- Wages Protection Act 1983

Supplier Ethical Sourcing Requirements

Freedom of Employment

Workers must have freedom to contract their labour. Suppliers shall not seek or receive a premium either directly or indirectly from any person or entity in respect of the employment or engagement of any worker.

Workers shall not be required to lodge bonds/deposits or original identity papers with suppliers and must not be subject to any form of involuntary labour.

Third party agents and recruiters must be held to the same standards.

Discrimination

Suppliers must ensure there is no discrimination (distinction, exclusion or preference) in hiring, compensation, access to training, promotion, termination or retirement on the basis of race, caste, national origin, religion, age, disability, gender, gender identity, marital status, sexual orientation, being affected by domestic violence, union membership or political affiliation.

Child Labour

Suppliers must not use child labour.

Suppliers must be able to verify the age of all workers and ensure that child labour is not used.

Fair Treatment

Suppliers must ensure there is no physical, mental, or verbal abuse of workers, including deprivation of reasonable rest periods, and reasonable access to food, water, and toilet facilities.

Wages and Benefits

Workers must be paid for their work, and this can be no less than any applicable minimum wage and should otherwise be enough to meet workers basic needs and to provide some discretionary income.

All Workers must be provided with an accurate employment agreement or contract for services, that they can understand, and be given reasonable time to seek independent advice about the agreement before their work commences.

The agreement must include rates of remuneration, days and hours of work, and a job description detailing the work to be performed. Workers must be provided with a pay record showing pay details for each pay period.

Deductions from a worker's remuneration may only occur with the express written permission of the worker concerned.

Working Hours

Employment agreements must fix the maximum number of hours to be worked by Worker(s) at not more than 40 hours per week (not including overtime) unless the Supplier and Worker (s) agree otherwise.

Workers must have the right to reasonable days off taking into account the period of employment, days and hours of work.

Overtime must be voluntary and compensated fairly.

Record keeping of hours and days worked must be accurate, complete and transparent.

Freedom of Association and Collective Bargaining

Workers have the right to freedom of association, to bargain collectively, and can join or form trade unions of their choosing.

No worker shall be subject to harassment, intimidation or retaliation for exercising their right to freedom of association and collective bargaining.

Workers representatives must have access to the workplace to carry out their representative functions.

Where the right to freedom of association and collective bargaining are restricted under local laws, suppliers will not hinder the development of alternative means of independent and free association and bargaining.

Illegal Labour

Suppliers must verify the right of workers to lawfully work.

Safe Working Conditions

Suppliers will eliminate or minimize the risk of harm to workers and provide plant and systems of work that are safe.

Workers shall be provided with adequate training to enable them to safely perform their work. Such training must be recorded.

Required personal protective equipment must be supplied at the Suppliers cost, and workers must be trained in its use.

Where suppliers provide worker accommodation, it must be clean, safe and meet the basic needs of workers.

Workers shall have access to clean toilet facilities, clean drinking water and where appropriate sanitary facilities for food storage and preparation.

Suppliers shall assign responsibility for health and safety to a senior management representative.

Suppliers shall ensure that all health and safety procedures comply with applicable Health and Safety laws, regulations, and codes of practice.

Grievance & Dispute Resolution

Suppliers must have fair and effective grievance procedures which allow workers, and members of the community in which the supplier operates, to raise concerns free, from fear of victimization, intimidation, or discrimination. Suppliers must deal with grievances and disputes in a timely way.

Reporting and Documentation

Suppliers must ensure that appropriate policies and documentation are in place to ensure effective ethical management practices.

Business Integrity

Suppliers must be ethical in all dealings, and not act in any manner which, by association, may bring CPL into disrepute.

Bribes, kickbacks, favours, benefits or other similar unlawful or improper payments, in cash or in kind, are strictly prohibited, whether given to obtain business or otherwise.

Environment

Suppliers must comply with local and national environmental laws and regulations and must demonstrate commitment to environmentally friendly operations.

Suppliers must use reasonable endeavours to comply with international standards on environmental protection.



 CentralPac