

UQ PRINT – THE UNIVERSITY OF QUEENSLAND FSC® CORE LABOUR POLICY STATEMENT

UQ Print at The University of Queensland (**UQ**) has ensured its operations meet all the FSC core labour requirements. The following statement is made in accordance with the core labour requirements as published by FSC (FSC-STD-40-004 V3-1, as amended from time to time) and the methods in which UQ have taken in complying to rule out child/forced labour, discrimination within employment, and ensuring UQ respects its employees right to collective bargaining.

These core labour requirements include:

The prohibition on the use of child labour, except in identified circumstances.

- UQ knows and understands the statutory legal minimum ages of employing children and the school leaving age and any other conditions that apply.
- UQ always ensures that any person employed between the ages of 15 and 18 are paid according to the relevant modern award/EBA and that such employment is not harmful to their health or development.

The prohibition on all forms of forced labour

- UQ does not restrict workers, withhold funds for payment of obligations (unless required by law – eg Child Support payments), withhold passports or identification documents.
- All employees are recruited into roles and paid the rates as prescribed by the EBA.
- All employees are verified to have the right to live and work in Australia under the relevant visa, residency or citizenship requirements.

Ensuring our workplace is free from all forms of discrimination.

- UQ strives to have a diverse workforce in terms of age, ethnicity, gender and other characteristics.
- When recruiting for roles, UQ selects the best candidate for the role without discrimination.
- UQ ensures all employees are presented with equal opportunity to apply for other internal roles, promotion, salary increase and advancement.
- UQ maintains a strict anti-discrimination policy in compliance with Australian Law.

Allowing our workers the right to Freedom of Association and Collective Bargaining

- UQ complies with the provisions of the Fair Work Act 2009 in relation to Freedom of Association and Collective Bargaining and the other general protections afforded in Australia.
- Employees have the right to join or refuse to join a worker organization, without sanction or undue influence.
- Employees have the right to be represented by a registered industrial organization in accordance with the Act.
- Employees have the right to bargain collectively and participate in industrial activity in accordance with the Act.

In all circumstances, UQ has implemented the highest requirement, whether it be Australian Law or the FSC Standard, into our printing operations. To ensure compliance, UQ have completed a self-assessment and keep records to demonstrate compliance. The implementation of our commitment is then independently audited by our Certification Body annually. In addition, this Policy Statement shall be reviewed annually and made available to all of UQ Print's suppliers, The University of Queensland employees and our FSC®-accredited certification body.

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