

FSC® Core Labour Requirements Policy Statement

License code – FSC®C007299

Bright Print Group is committed to upholding the highest standards of environmental governance, social responsibility, and ethical labour practices. In line with our commitment to the **Forest Stewardship Council® (FSC®)** requirements, we formally adopt, implement, and maintain the FSC® Core Labour Requirements across all areas of our operations.

We ensure that our workplace practices respect and protect the fundamental rights of our workers, as defined by the **International Labour Organization (ILO)** Core Conventions and national legislation.

1. Abolition of Child Labour

- Bright Print Group strictly prohibits the use of child labour in any part of our operations.
- No person under the minimum employment age specified by local, state, or federal laws (and in no case under the age of 15) shall be employed by the company.
- Where laws permit young workers (under 18) to work, they will not be employed in hazardous conditions, night shifts, or any duties that could harm their health, safety, or moral development.

2. Elimination of All Forms of Forced or Compulsory Labour

- Employment with Bright Print Group is strictly voluntary. All workers are free to choose to work and free to leave their employment upon giving reasonable, legally required notice.
- We prohibit any form of forced, bonded, indentured, trafficked, or compulsory labour.
- All original personal identification documents, passports, or work permits remain in the physical possession of the employee. No worker is required to pay recruitment fees or lodge financial deposits to secure employment.

3. Freedom of Association and the Right to Collective Bargaining

- Bright Print Group respects the rights of all employees to establish or join worker organizations, trade unions, and associations of their own choosing without fear of reprisal, intimidation, or harassment.
- We respect the right of workers to engage in collective bargaining to determine their employment terms and conditions, in accordance with the *Fair Work Act 2009*.
- The company bargains in good faith with chosen worker representatives and ensures they are not subjected to discrimination or restricted access to the workplace.

4. Elimination of Discrimination in Respect of Employment and Occupation

- Bright Print Group is committed to fostering a diverse, inclusive, and equitable work environment.
- All employment practices—including hiring, remuneration, access to training, promotion, termination, and retirement—are based strictly on qualifications, skills, performance, and experience.
- We prohibit discrimination, harassment, or victimization based on race, colour, gender, sexual orientation, age, religion, political opinion, national extraction, social origin, marital status, pregnancy, or disability.

5. Occupational Health and Safety (OHS)

- Bright Print Group recognizes safe working conditions as a fundamental human right.
- We maintain a safe and healthy work environment that meets requirements under state Work Health and Safety (WHS) legislation.
- We proactively identify, assess, and mitigate workplace hazards to prevent occupational accidents and illnesses.

Implementation and Review

This policy is prominently communicated to all staff members during induction, posted in common workplace areas, and made available to our stakeholders. Senior management is responsible for the ongoing enforcement of this policy, ensuring that annual self-assessments are completed to satisfy FSC® Chain of Custody audit protocols.

Authorized Signatory:

Debbie Bright
Director

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