



HR Standard

LABOUR STANDARDS POLICY

OUR OBJECTIVE

Juken New Zealand Ltd (JNL) is committed to operating as a safe, responsible employer, ensuring fairness in all employment activity, in line with the legal framework of New Zealand.

OUR COMMITMENT

JNL is committed to:

- Complying with all relevant national legislative requirements, and international industry best practice standards including but not limited to Forest Stewardship Council certification.
- Communicating this policy to all employees, contractors and labour hire agencies.
- Not engaging in any form of child labour, in particular, employment within hazardous or heavy work except for the purposes of training, or employment within school hours for those below the national legal school leaving age.
- Engaging in employment relationships that are based on mutual consent and preventing all forms of forced or compulsory labour.
- Employment practices that are free from discrimination and in line with the Employment Relations Act (2000) and the Human Rights Act (1993), including on grounds of age, race or colour, ethnicity or national origin, sex (including pregnancy or childbirth), sexual orientation, disability, religious or ethical belief, marital or family status, employment status, political opinion, being affected by family violence, involvement in union activities.
- Respecting the freedom of association to unions or other workers organisations of employees, and the rights of these organisations to establish rules and constitutions.
- Collective bargaining in good faith and with best efforts to reach agreement, and the implementation of collective agreements where they exist.
- workers not offering or receiving bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists.

Date: 03/10/2022	Doc No: JNL-90-010-HR-POL-0009	Version: 002	Review by Date: 30/11/2024	Authorised by: Jo Carvill
Printed Date: 14/05/2024	Printed Document is Uncontrolled, next day after Printing or after Review by Date			Page 1 of 1