



Red Rich Fruits Ethical Sourcing Policy

Purpose

To ensure Red Rich Fruits sources and supplies products in a responsible and consistent manner, working to improve the social and environmental practices of this business and our supply chain partners.

Policies and associated documentation has been developed to ensure effective management of ethical issues.

Policy

The Red Rich Fruits Ethical Sourcing Policy is based largely on the Ethical Trade Initiative (ETI) and International Labour Organisation (ILO) Conventions, outlining the requirements for our own business as well as our suppliers in relation to worker welfare, health and safety and environmental impacts.

1. Supplier Requirements

- 1.1 All Red Rich Fruit suppliers are required to agree to principles set out in this policy as well as any other requirements as set out in the Red Rich Fruits supply agreements.
- 1.2 If Suppliers are unable to adhere to the requirements of this policy, Red Rich Fruits reserve the right to terminate the supply agreement.
- 1.3 All Red Rich Fruits suppliers must demonstrate ongoing commitment to the improvement of worker welfare, health and safety and environmental impacts. This may via self assessment, independent audit or via a RRF 2nd party assessment.

2. Legal requirements

- 2.1 Red Rich Fruits comply with all local laws and regulations regarding labour, health and safety and the environment. Similarly, it is our expectation that all suppliers meet their legal obligations.

3. Forced/Bonded Labour

- 3.1 Employment shall be freely chosen. Suppliers shall not use any type of forced labour including any work or service performed involuntarily under threat of physical or any other penalty i.e. prison, indentured or bonded labour.
- 3.2 Employment shall be freely chosen.
- 3.3 Movement shall not be restricted by controlling identity paper, holding money deposits or taking any other action to prevent works from terminating their employment.
- 3.4 Workers are free to leave he business after reasonable notice.

4. Child Labour

4.1 Child labour must not be used.

Child labour is defined as 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 development.

4.2 The age of all employees must be verifiable to ensure no child labour is used.

(ILO Convention No. 138 – Minimum Age – being below the age for finishing compulsory schooling and in any case not less than 15 years of age.

5. Illegal Labour

5.1 Illegal labour shall not be used.

5.2 The legal entitlement to work in Australia must be demonstrable and verifiable by all employees

6. Harsh or Inhumane Treatment

6.1 Physical abuse or physical discipline, the threat of physical abuse, sexual harassment and verbal abuse or other forms of intimidation are prohibited.

7. Business Integrity

7.1 All Red Rich Fruit employees as well as Suppliers must engage in professional business ethics in all dealings and provide transparent documentation and records.

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

8. Wages and Benefits

8.1 Suppliers shall comply, at a minimum with all laws regulating local wages, overtime compensation and legally mandated benefits.

8.2 Record keeping shall be provided with written and understandable information about their employment conditions before they enter employment and about their wages per pay period.

8.3 Deductions from wages may only occur with the express written permission of the worker concerned.

8.4 Deductions from wages for disciplinary measures are not permitted.

9. Working Hours

9.1 Including overtime, workers shall not work above the maximum hours per week or month as stipulated by local laws.

- 9.2 Workers shall have at least one day off in 7 days or two days off every 14 days.
- 9.3 Overtime shall be voluntary and compensated as prescribed by local laws.
- 9.4 Record keeping on hours worked must be accurate, complete and transparent at all times.

10. Freedom of Association

- 10.1 Red Rich Fruits and its supply chain acknowledge that workers have the right to freedom of association and to bargain collectively.
- 10.2 Workers have the right to join trade unions of their choosing. Suppliers shall not interfere with, obstruct or prevent legitimate related activities of trade unions and their organisation activities.

11. Sub-Contracting and Indirect Suppliers

- 11.1 There shall be no sub-contracting without the express permission of Red Rich Fruits. Red Rich Fruits defines sub-contracting as sites producing product in its final form for sale to Red Rich Fruits retail customers.
- 11.2 Suppliers shall have adequate policies and processes in place for properly managing subcontracting to ensure that sub-contractors operate in accordance with applicable laws, regulations and this Policy.

12. Safe Working Conditions

- 12.1 Red Rich Fruits and its suppliers shall provide a safe and hygienic working environment that is without risk to health.
- 12.2 Workers shall receive adequate and regular training to perform their jobs in a safe manner.
- 12.3 Personal protective equipment and machinery safeguards shall be supplied and workers trained in its use.
- 12.4 Where suppliers provide accommodation, it shall be clean, safe and meet the basic needs of the workers.
- 12.5 Workers shall have access to clean toilet facilities, clean drinking water, and where appropriate sanitary facilities for food storage and preparation.

13. Discrimination

- 13.1 All conditions of employment shall be based on an individual's ability to do the job, not on the basis of personal characteristics i.e. gender, ethnic origin, religion, age, disability, personal beliefs, marital status, sexual orientation, union membership or political affiliation. Red Rich Fruits and its suppliers shall ensure an environment is provided where employees

can work without distress or interference caused by harassment, discrimination or any other inappropriate workplace behaviour.

14. Regular Employment

14.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

14.2 Employees who have a regular employment relationship with their employer are afforded a number of obligations from their employer relations to labour and social security laws and regulations. These obligations shall not be avoided through the use of labour-only contracting, sub-contracting, home-working arrangements, fixed term contracts or through apprentice schemes where there is no real intent to impart skills or provide regular employment.

15. Environment

15.1 Red Rich Fruits and its suppliers shall comply with local and national laws and regulations.

15.2 Red Rich Fruits and its suppliers shall use reasonable endeavours to comply with international standards on environmental protection.



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Matt Palise
Managing Director