

# ABP CORE LABOUR POLICY



## OUR MISSION

ABP is committed to excellence in growing, harvesting and marketing sustainable plantation resources.



Make safety our mindset.  
Pursue and reward innovation at every stage of the supply chain.  
Deliver value to our customers in both product and experience.  
Promote a culture dedicated to continually improving economic, social and environmental returns.

Australian Bluegum Plantations (ABP) holdings currently include over 85,000 productive hectares of plantations as well as world class port facilities located in the Albany region of Western Australia and the Green Triangle region of Victoria and South Australia. ABP employs over 300 permanent and contract staff. Our corporate values centre on prioritising safety, pursuing and rewarding innovation, delivering value to our customers and promoting a culture dedicated to continuous improvement in economic, social and environmental returns. Central to this is our commitment to the core labour requirements for all workers, including contractors. ABP is committed to:

- **Abolition of child labour**  
ABP does not employ any child under the age of 15 and ensures any workers between 15-18 do not undertake hazardous tasks.
- **Elimination of all forms of forced or compulsory labour**  
ABP recognises that all workers are free to resign at any time in accordance with termination policies. No workers are employed against their will or made to work against their will and are paid in accordance with national awards, enterprise agreements, and negotiated salaries.
- **Elimination of discrimination in respect of employment and occupation**  
ABP is an equal opportunity employer and is committed to the principles of Equal Employment Opportunity. This means ABP ensures that all applicants for selection or promotion are not discriminated against. ABP supports the creation of working conditions which ensure all employees have an equal chance to seek and obtain employment, promotion, training and the benefits of employment.
- **Respect of freedom of association, and effective recognition of the right to collective bargaining.**  
ABP recognises that all workers have the right to join employee representative organisations, and the right to collective bargaining of employment contracts.