



Pedders *Better Employer* Statement

1. Introduction

As a responsible employer, Pedders has the obligation to ensure the protection and promotion of human rights related to working conditions. Pedders believes that all employees deserve to be treated with dignity and respect. We seek to provide a fair and ethical workplace, which upholds high standards of human rights and integrates appropriate labor and human rights policies and practices into our business.

Pedders employment policies comply with the mandatory minimum requirements set out under the relevant awards and Australian laws.

This Pedders “Better Employer” Statement outlines our principles with regard to human rights related issues that may occur in our operations.

2. Pedders *Better Employer* Principles

Pedders is committed to the following principles with regards to recruiting and employing people.

Zero-tolerance on Child Labor and Forced Labor

Pedders does not employ a worker under the minimum age according to national laws and, in any event, does not employ workers under 15 years. Pedders does not participate in or condone any forced or involuntary labor.

Freedom of Association

Pedders freely allow workers to associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice or engage in any lawful industrial activity without interference, discrimination, retaliation, or harassment.

Adequate Wages and Benefits

Pedders complies with local laws and regulations in relation to workers’ rights and compensation.

Working Hours and no Excessive Overtime

Pedders ensures that the hours worked each day, and days worked each week, are within legally accepted maximums. Any overtime worked must be voluntary.

No Harassment, Discrimination or Abuse

Pedders provides a work environment free of harassment, discrimination and free of corporate punishment in any form.

Education and Training

Better Employment Statement

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Pedders values continuous learning and development and has extensive education and training opportunities for all Pedders people across the organisation.

Ethical Recruiting

Pedders hires workers lawfully and in a fair and transparent manner that respects and protects their rights.

Right to Health and Safety

Pedders is committed to providing a safe and healthy workplace, in accordance with requirements of local and regional laws. We have a comprehensive Work Health and Safety Management System underpinned by policies, plans and procedures.

Anti-Bribery and Corruption

Pedders and its employees must apply professional business ethics to all their dealings and maintain transparent documentation and records.

Conflict of Interest

Pedders believes that all business activities should be undertaken with impartiality and any conflict of interest should be raised and managed.

Confidentiality and Privacy

Pedders does not improperly use any private, confidential, or commercially sensitive information in its possession.

3. Pedders Policies and Procedures

This Pedders *Better Employer* Statement is underpinned by the following resources, policies, and procedures that are regularly reviewed and updated.

- Pedders People Handbook
- Pedders People Policies and Procedures including but not limited to:
 - Code of Conduct
 - Anti-discrimination, harassment, and bullying Policy
 - Gender Equity Policy
 - Diversity and Inclusion Policy
 - Grievance Policy
 - Workplace, Health, and Safety Policy
 - Mental Health and Wellbeing Statement
 - Workplace, Health, and Safety Management System
 - Conflict of Interest Policy
 - Whistle blower Policy
 - Anti Bribery and Corruption Policy



- Pedders Learning Excellence Program
- Pedders Head Office Learning and Development Initiative
- Pedders Corporate Policies:
 - Modern Slavery Policy
 - Responsible Sourcing Policy
 - Supplier Code of Conduct
 - Pedders Quality Policy