



### **Respect for Human Rights**

Steadfast Roofing recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment.
- Prohibit child labour, forced labour, and human trafficking.
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- Provide safe working conditions.
- Recognize employee's rights to freedom of association.

### **Discrimination and Harassment**

We believe every employee has the right to be treated fairly and deserves a comfortable and safe working environment. Steadfast Roofing prohibits discrimination based on age, race, colour, religion, sex, national origin, marital status, disability, citizenship, sexual orientation, gender identity or expression, military service, or other characteristic protected by law.

Everyone has the right to work without fear or intimidation. Steadfast Roofing does not accept abusive conduct or harassment – a policy made clear from the first day of orientation. Employees are expected to report situations that compromise their ability to do their jobs. Formal channels are available for employees who seek advice or a solution, and our policies strictly prohibit retaliation against employees who express concerns. We manage our business operations so that employees feel they are being treated fairly and respectfully.

### **Diversity and Inclusion**

Grain Millers is committed to be a high-performing organization built on the foundation of a diverse and inclusive workforce, with individuals and teams working to blend a wide range of talents, preferences and perspectives in pursuit of shared purposes. Employees are expected to be open to dialogue and tolerant of others' differences and participate in open and honest communication as well as assuming the positive intent of others.

### **Forced Labour and Human Trafficking**

The Company will not use slave or involuntary labour, whether bonded, prison, military, compulsory or indentured labour, including debt servitude or human trafficking with respect to any aspect of its operations.

### **Child Labour**



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Steadfast Roofing employees will not employ child labour. Specifically, the Company prohibits the hiring of individuals under the age of seventeen (17) or the local legal minimum working age or the compulsory schooling age, whichever is higher.

### **Freedom of Association**

We respect employees' right to join, form or not to join a labour union without fear of reprisal, intimidation harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Our experience has shown open communication and a forum which allows employees to bring concerns, suggestions and ideas forward produces improved methods, safety, products, operations and efficiencies which will promote continued growth and prosperity for all stakeholders, especially employees.

### **Workplace Safety**

We are committed to providing workplaces that are among the safest production facilities in WA for all our employees. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

### **Workplace Security**

Steadfast Roofing prohibits violence, harassment, intimidation and other unsafe or disruptive conditions due to internal or external threats.

### **Working Hours, Wages, and Benefits**

The Company compensates employees competitively relative to the industry and local labour markets and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.

### **Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communication among all employees is valued and respected. The Company is committed to complying with applicable labour and employment laws wherever we operate. In addition, we work to achieve full employee engagement as the foundation of our mutual success; strive to create a culture that champions respect and inclusion; offer competitive wages and benefits; and implement clear health and safety practices.



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Any employee who believes a conflict exists or has come to exist between the language of this policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy should raise those questions and concerns with his or her direct manager, or Human Resources.

Michael Lonergan – Director

1 July 2022