

Social Compliance Policy

This policy communicates our values and expectations and emphasises the importance of responsible workplace policies and practices, which generally comply, at a minimum, with applicable health and safety, environmental and labour laws, and regulations. The standards outlined below reflect the values we uphold in our own policies, and we expect our suppliers and contractors to follow these standards and requirements.

Legal & Ethical Standards

LR is committed to conducting business in an ethical and lawful manner and will only do business with vendors and sub-contractors whose ethical beliefs, standards and values are compatible with our own.

We strive to provide a workplace free of bribery and corruption by complying with all applicable laws and prohibiting the exchange of money or anything of value to influence actions or obtain an improper advantage.

Workplace Environment

LR maintains a safe, clean, healthy, and productive environment for its employees and expects the same from its vendors and sub-contractors. Applicable Health and Safety regulations will be adhered to, and adequate steps taken to prevent accidents and injury arising out of or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Discrimination

Every employee and worker including migrant workers will not be subjected to any form of discrimination on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Freedom of Association

LR respects and promotes freedom of association for all workers including the right of workers to collectively bargain.

Forced Labour/Modern Slavery

LR is committed to the elimination of all forms of forced, indentured (including prison labour), involuntary, compulsory, and uncompensated labour including all aspects of Modern Slavery.

Child Labour

We will not tolerate the use of child labour under any circumstances. At LR, we have aligned our expectations to the ILO (International Labour Organization) Conventions 138 and 182 (which defines “Child Labour” as workers under the age of 15, or 14 in certain developing countries. No hazardous work may be carried out by anyone under the age of 18). No person shall be employed under the age of 16 or younger than the legal age for employment, whichever is higher.

Employee Contracts

All workers must be provided with written employment contracts in languages easily understood by workers at the time of commencing their employment.

Regular Employment

LR recognises the importance of regular employment for workers, and the need for a worker to earn a regular income that meets the workers basic needs and provides a discretionary income to support his/her family.

Compensation

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards. Wages shall be paid directly to the workers, at the agreed intervals and in full. Overtime is paid at an enhanced rate, at a minimum compliant with national legislation.

LR expects all vendors and sub-contractors will pay workers in accordance with the applicable legal requirements of their State or Country, including all regulations pertaining to minimum wage, overtime, maximum work hours, benefits, and any other conditions of compensation as mandated by applicable law or contract.

Working Hours

Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

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Environmental & Community Concerns

LR takes a proactive stance regarding environmental and community issues through its business practices. We will use those vendors who share our commitment to the community and the environment, and who comply with international and local requirements regarding environmental codes and guidelines to minimise negative effects on the environment.

Violations

If you believe any of the rights or principles we seek to uphold have been violated, please contact LR through one of these channels:

Email: info@lrlandscaping.com.au

Phone: 0422 630 215