



Social Accountability Policy

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COMPANY DETAILS

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INTRODUCTION

Social Accountability is a measure of an organisation's awareness of emerging social concerns, and the priorities expressed by the various stakeholders (shareholders; employees, government; NGOs; communities). It is reflected in the organisation's commitment to social engagement, and addressing those important stakeholder concerns, including:

1. Willing legal and moral compliance with local and international employment, health and hygiene, safety, and environment laws;
2. Respect for basic civil and human rights; and,
3. Building better futures for local communities.

PURPOSE

To provide guiding principles for CBAC to engagement with social issues that have capacity to negatively impact on our stakeholders.

POLICY STATEMENT

CBAC supports and respects the protection of international human rights within the sphere of our influence, and ensures that we are not complicit in human rights abuses.

We will conform to the principles of the international standard **Social Accountability 8000**. In addition, we will comply with our company policies, national and international legal obligations, and we will respect international instruments and their interpretation on social accountability issues, including:

1. **International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.**
2. **ILO Conventions** C29 (forced labour), C87 (freedom of association), C98 (right to organise), C100 (equal remuneration), C105 (abolition of forced labour), C111 (discrimination), C135 (workers' representatives), C138 (minimum age), C155 (occupational safety & health).
3. **ILO Recommendations** R164 (occupational safety & health), R175 (health & safety in construction).
4. **United Nation (UN) Global Compact** Principles 1-6 (human rights; labour).
5. **UN Universal Declaration of Human Rights** Articles 1-30 (ratified by Australia 1948).
6. **UN Convention on the Rights of the Child** Article 32 (child labour) (ratified by Australia 1990).
7. **UN Convention on the Rights of Persons with Disabilities** Article 5 (discrimination), Article 9 (accessibility), Article 27 (work & employment) (ratified by Australia 2009).
8. **Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises** Section II (general policies), Section IV (employment & industrial relations).

We will strive to continually improve the ways in which we promote, communicate, and manage our social accountability obligations with our employees, clients, suppliers, sub-contractors, and the wider communities in which we operate. We will ensure that this policy is reviewed periodically, and is communicated to, and accessible by all personnel, workers, suppliers, sub-contractors, and the public.

We will not knowingly conduct business with clients, suppliers, or sub-contractors that fail to comply with the requirements of SA8000, and hence, undermine our standards, damage our reputation, and/or threaten our commercial success.

Child Labour (SA8000, Section IV, Clause 1)

We shall not engage in or support the use of child labour. We comply with local minimum age laws and requirements, and do not knowingly employ any person less than 15 years of age, in accordance with ILO C138 Article 2.

Forced and Compulsory Labour (SA8000, Section IV, Clause 2)

We shall not engage in or support the use of forced or compulsory labour as defined in ILO C29 Article 2, nor shall personnel be required to pay 'deposits' or lodge identification papers with our company upon commencing employment. We ensure that forced or compulsory labour is not used in the supply of our materials, and we ensure that the overall terms of employment are voluntary.

Health and Safety (SA8000, Section IV, Clause 3)

We shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work. We shall abide by the requirements of ILO C155 Articles 16-21, ILO R164, and ILO R175. In addition, health and safety will be a priority issue for the Board of Directors, which will monitor, and take responsibility for, the implementation of all SA8000 health and safety standards.

Freedom of Association & Right to Collective Bargaining (SA8000, Section IV, Clause 4)

All personnel shall have the right to form, join, and organise trade unions of their choice and to bargain collectively on their behalf with the company, in accordance with local laws, established practices, ILO C87, and ILO C98. Moreover, effective protection shall be accorded to workers' representatives, in accordance with ILO C135 Article 1.

Discrimination (SA8000, Section 8000, Clause 5)

We shall not engage in or support discrimination (see definition ILO C111 Article 1) in hiring, remuneration, access to training, promotion, termination, or retirement based on race, colour, national extraction or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions or affiliations, age, or any other condition that could give rise to discrimination.

Disciplinary Practice (SA8000, Section IV, Clause 6)

We shall at all times treat all personnel with dignity and respect, and shall not engage in or tolerate the use of harassment, mental or physical coercion, or verbal abuse of personnel. In addition, to the greatest extent practicable, we shall employ local personnel and provide training with a view to improving skill levels.

Working Hours (SA8000, Section IV, Clause 7)

We shall comply with applicable laws and industry standards on working hours and public holidays. In addition, we comply with overtime compensation requirements.

Remuneration (SA8000, Section IV, Clause 8)

We shall respect the right of personnel to a living wage and legally mandated benefits. We ensure that remuneration (see definition ILO C100 Article 1) paid for a normal work week shall always meet at least legal or industry minimum standards, and shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.